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Area Wage Survey

Boston, Massachusetts, Metropolitan Area August 1982

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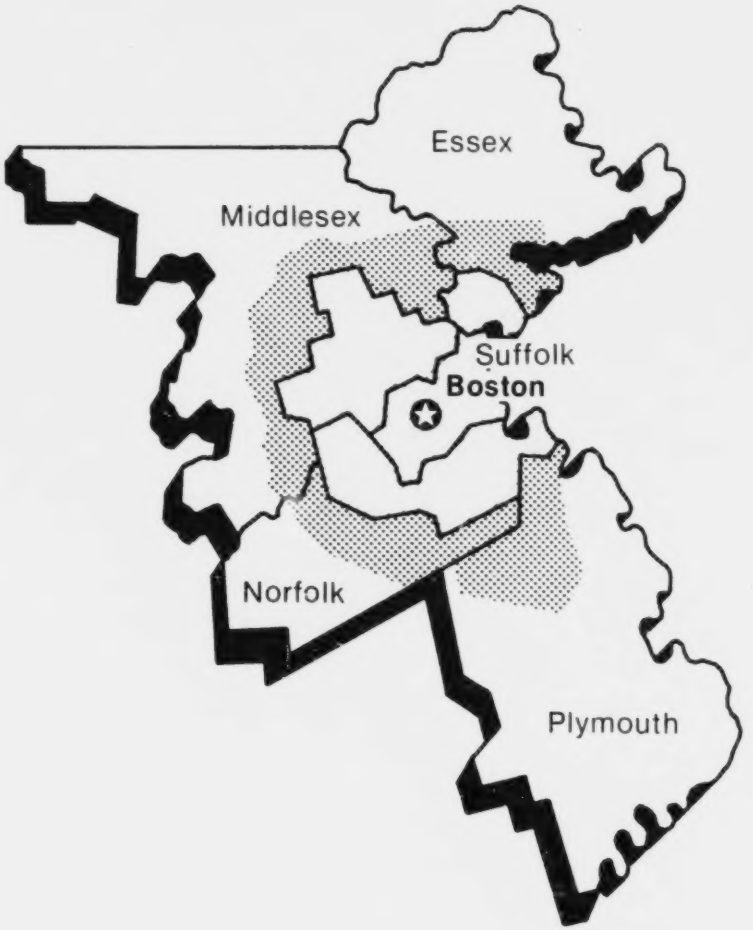
U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3015-55



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Preface

This bulletin provides results of an August 1982 survey of occupational earnings in the Boston, Mass., Standard Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. It was conducted by the Bureau's regional office in Boston, Mass., under the general direction of Gordon E. Bowen, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

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Note:

Reports on occupational earnings and supplementary wage provisions in the Boston area are available for the contract cleaning (July 1981), department stores (June 1981), hospitals (October 1981), and nursing and personal care facilities (May 1981). Also available is a report on occupational earnings only for the laundry and dry cleaning industry (August 1982). These reports are available from the Bureau's Regional Offices. Regional Offices also have available five summary releases: *Occupational Earnings and Wage Trends in Metropolitan Areas* (3 parts); *Occupational Earnings in All Metropolitan Areas* (combined); and *Wage Differences Among Metropolitan Areas.*

A summary bulletin, *Area Wage Surveys, Selected Metropolitan Areas,* provides wage data for the 70 areas in the Area Wage Survey program. This annual bulletin may be purchased from the Superintendent of Documents or from BLS Regional Offices.

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Area Wage Survey

Boston, Massachusetts, Metropolitan Area August 1982

U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood,
Commissioner

December 1982

Bulletin 3015-55

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Introduction

This area is 1 of 72 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits. (See list of areas on inside back cover.) In each area, earnings data for selected occupations (A-series tables) are collected annually. Information on establishment practices and supplementary wage benefits (B-series tables) is obtained every third year. This report has no B-series tables.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Where possible, occupations with related duties (e.g. accounting clerks and payroll clerks) are clustered to facilitate comparison. The occupations are defined in appendix B. For the 31 largest survey areas, tables A-12 through A-17 provide similar data for establishments employing 500 workers or more.

Table A-7 provides indexes and percent changes in average hourly earnings for office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Tables A-8 through A-11 provide measures of pay relationships in establishments. These measures may differ considerably from the pay relationships of overall area averages published in tables A-1 through A-6. See appendix A for details.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey.

Appendix B provides job descriptions used by Bureau field representatives to classify workers by occupation.

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Table A-1. Weekly earnings of office workers in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Average weekly hours (standard)	Weekly earnings (in dollars)			Number of workers receiving straight time weekly earnings (in dollars) of —																					
			Mean	Median	Middle range	130 and under 140	140 – 150	150 – 160	160 – 170	170 – 180	180 – 190	190 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 450	450 – 480	480 and over
Secretaries	9,079	38.5	306.00	300.00	262.00 – 349.50	–	–	–	14	18	42	67	377	616	1022	1177	1186	1078	872	1026	570	332	362	153	114	53
Manufacturing	4,556	39.5	317.00	315.00	276.00 – 352.50	–	–	–	9	–	–	11	60	170	400	576	569	626	584	736	294	162	245	55	53	6
Nonmanufacturing	4,523	37.5	294.50	285.00	249.50 – 332.00	–	–	–	5	18	42	56	317	446	622	601	617	452	288	290	276	170	117	98	61	47
Transportation and utilities	259	39.5	379.50	384.00	331.00 – 436.00	–	–	–	–	–	–	–	–	–	15	19	1	8	37	8	30	41	16	41	26	17
Secretaries I	836	37.5	243.00	241.00	217.00 – 264.50	–	–	–	–	7	26	41	163	144	226	77	98	35	19	–	–	–	–	–	–	–
Manufacturing	333	39.5	256.50	254.50	235.00 – 274.00	–	–	–	–	–	–	2	31	61	99	55	50	8	17	–	–	–	–	–	–	–
Nonmanufacturing	503	36.5	234.50	230.00	207.50 – 250.00	–	–	–	–	7	26	39	132	83	127	12	48	27	2	–	–	–	–	–	–	–
Secretaries II	2,726	38.5	278.50	272.00	249.50 – 307.00	–	–	–	5	10	10	13	144	321	462	580	363	323	196	245	20	32	1	1	–	–
Manufacturing	1,166	39.5	298.00	298.50	270.00 – 338.00	–	–	–	–	–	–	–	11	51	122	222	200	224	104	232	–	–	–	–	–	–
Nonmanufacturing	1,560	38.0	263.50	259.00	235.50 – 281.00	–	–	–	5	10	10	13	133	270	340	358	163	99	92	13	20	32	1	1	–	–
Transportation and utilities	113	40.0	338.50	333.50	331.00 – 384.00	–	–	–	–	–	–	–	–	–	15	2	–	8	34	7	18	27	1	1	–	–
Secretaries III	3,443	39.0	314.00	313.50	277.00 – 351.50	–	–	–	9	–	6	13	61	107	256	459	418	561	473	479	321	121	111	29	11	8
Manufacturing	2,126	39.5	317.50	318.00	286.00 – 356.00	–	–	–	9	–	–	9	9	37	129	270	277	347	333	355	209	78	63	–	–	1
Nonmanufacturing	1,317	38.0	308.50	304.50	270.00 – 345.50	–	–	–	–	–	6	4	52	70	127	189	141	214	140	124	112	43	48	29	11	7
Transportation and utilities	75	39.5	372.00	384.00	328.00 – 404.00	–	–	–	–	–	–	–	–	–	–	17	1	–	3	1	12	12	12	8	8	1
Secretaries IV	1,496	38.5	353.50	355.00	310.00 – 393.50	–	–	–	–	–	–	–	–	3	28	38	235	129	168	237	196	142	197	61	31	31
Manufacturing	725	39.5	364.00	359.00	334.00 – 400.00	–	–	–	–	–	–	–	–	–	10	–	37	47	128	143	83	84	157	24	11	1
Nonmanufacturing	771	38.0	343.50	342.50	295.00 – 378.00	–	–	–	–	–	–	–	–	3	18	38	198	82	40	94	113	58	40	37	20	30
Transportation and utilities	34	39.0	455.50	458.00	424.00 – 484.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	13	4	* 14	
Secretaries V	432	38.0	381.00	384.00	328.00 – 441.50	–	–	–	–	–	–	–	–	14	7	–	59	25	8	60	33	34	53	53	72	14
Manufacturing	112	39.0	438.50	442.50	410.50 – 470.00	–	–	–	–	–	–	–	–	–	–	–	–	–	2	6	2		25	31	42	4
Nonmanufacturing	320	37.5	360.50	356.50	300.00 – 410.00	–	–	–	–	–	–	–	–	14	7	–	59	25	6	54	31	34	28	22	30	10
Stenographers	244	39.5	308.00	340.00	259.00 – 340.00	–	–	–	–	–	–	–	4	34	25	24	13	2	2	134	2	–	3	–	1	–
Nonmanufacturing	122	39.0	291.50	273.50	230.00 – 357.00	–	–	–	–	–	–	–	3	34	14	12	11	2	1	39	2	–	3	–	1	–
Transportation and utilities	57	40.0	344.00	357.00	341.50 – 357.00	–	–	–	–	–	–	–	–	–	3	6	–	2	1	39	2	–	3	–	1	–
Stenographers I	103	39.0	289.00	269.00	230.00 – 357.00	–	–	–	–	–	–	–	1	31	12	18	3	1	–	36	–	–	–	–	1	–
Nonmanufacturing	79	39.0	296.50	273.00	230.00 – 357.00	–	–	–	–	–	–	–	–	31	3	6	1	1	–	36	–	–	–	–	1	–
Typists	1,785	38.0	214.00	204.00	189.00 – 230.00	–	10	46	46	27	321	283	355	332	218	69	14	5	17	39	–	–	–	3	–	–
Manufacturing	578	39.5	226.00	221.00	200.50 – 233.00	–	–	5	5	5	38	43	168	182	61	28	3	4	16	19	–	–	–	1	–	–
Nonmanufacturing	1,207	37.0	208.00	198.00	180.50 – 225.00	–	10	41	41	22	283	240	187	150	157	41	11	1	1	20	–	–	–	2	–	–
Typists I	1,326	38.0	201.00	196.50	183.00 – 220.00	–	10	46	46	25	315	265	286	220	85	22	–	1	1	4	–	–	–	–	–	–
Manufacturing	354	40.0	210.50	205.00	200.00 – 221.00	–	–	5	5	5	38	34	137	113	5	8	–	–	–	4	–	–	–	–	–	–
Nonmanufacturing	972	37.0	198.00	193.00	180.00 – 210.50	–	10	41	41	20	277	231	149	107	80	14	–	1	1	–	–	–	–	–	–	–
Typists II	459	38.5	251.00	243.00	220.00 – 264.00	–	–	–	–	2	6	18	69	112	133	47	14	4	16	35	–	–	–	3	–	–
Manufacturing	224	39.5	251.00	241.00	220.50 – 266.50	–	–	–	–	–	–	9	31	69	56	20	3	4	16	15	–	–	–	1	–	–
Nonmanufacturing	235	37.5	251.00	258.00	220.00 – 262.00	–	–	–	–	2	6	9	38	43	77	27	11	–	–	20	–	–	–	2	–	–
File clerks	1,245	37.0	183.50	176.50	161.50 – 198.00	–	118	156	248	152	214	53	119	95	71	9	9	–	1	–	–	–	–	–	–	–
Manufacturing	161	38.5	216.50	218.00	184.50 – 245.50	–	–	9	–	2	35	14	31	18	33	9	9	–	1	–	–	–	–	–	–	–
Nonmanufacturing	1,084	37.0	178.50	171.50	160.00 – 185.00	–	118	147	248	150	179	39	88	77	38	–	–	–	–	–	–	–	–	–	–	–
File clerks I	414	37.5	176.50	165.00	160.00 – 184.50	–	58	43	147	22	53	24	9	32	26	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	339	37.5	170.50	164.50	157.50 – 175.50	–	58	43	147	20	18	13	6	31	3	–	–	–	–	–	–	–	–	–	–	–
File clerks II	525	37.0	181.50	179.50	166.50 – 185.00	–	5	63	96	104	153	26	45	8	15	9	–	–	1	–	–	–	–	–	–	–
Manufacturing	56	39.5	213.50	216.50	200.00 – 220.00	–	–	9	–	–	–	3	28	6	–	9	–	–	1	–	–	–	–	–	–	–
Nonmanufacturing	469	36.5	177.50	176.50	166.50 – 185.00	–	5	54	96	104	153	23	17	2	15	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of tables

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Table A-1. Weekly earnings of office workers in Boston, Mass., August 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1] Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings (in dollars) of — 130 and under 140	140 – 150	150 – 160	160 – 170	170 – 180	180 – 190	190 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 450	450 – 480	480 and over
File clerks III	161	36.5	226.00	221.00	215.00- 237.50	-	-	-	-	1	8	3	65	45	30	-	9	-	-	-	-	-	-	-	-	-
Nonmanufacturing	131	36.5	220.50	218.00	215.00- 235.00	-	-	-	-	1	8	3	65	34	20	-	-	-	-	-	-	-	-	-	-	-
Messengers	522	38.0	187.00	180.00	160.00- 200.00	4	7	108	73	63	85	48	76	16	9	8	1	12	12	-	-	-	-	-	-	-
Manufacturing	73	40.0	220.00	202.50	174.00- 253.00	-	-	3	14	4	11	1	14	6	3	5	-	-	12	-	-	-	-	-	-	-
Nonmanufacturing	449	37.5	181.50	175.50	158.00- 196.00	4	7	105	59	59	74	47	62	10	6	3	1	12	-	-	-	-	-	-	-	-
Switchboard operators	605	38.5	233.00	225.50	201.00- 256.00	-	-	2	28	25	24	69	133	87	90	41	58	21	18	5	4	-	-	-	-	-
Manufacturing	133	39.5	270.50	263.50	241.50- 304.50	-	-	-	-	-	3	-	10	15	29	21	18	15	18	4	-	-	-	-	-	-
Nonmanufacturing	472	38.5	222.00	208.00	198.50- 250.50	-	-	2	28	25	21	69	123	72	61	20	40	6	-	1	4	-	-	-	-	-
Transportation and utilities	70	40.0	246.50	288.00	185.00- 290.50	-	-	-	15	-	15	-	-	-	-	-	34	1	-	1	4	-	-	-	-	-
Switchboard operator-receptionists	724	38.0	229.00	225.50	205.00- 250.00	-	-	28	9	30	33	27	183	147	93	83	79	9	1	2	-	-	-	-	-	-
Manufacturing	304	38.5	231.50	234.00	210.00- 248.00	-	-	-	9	25	5	8	52	87	55	42	10	8	1	2	-	-	-	-	-	-
Nonmanufacturing	420	37.5	227.50	218.00	201.50- 263.00	-	-	28	-	5	28	19	131	60	38	41	69	1	-	-	-	-	-	-	-	-
Order clerks	647	39.5	234.50	230.00	190.00- 264.00	-	9	1	-	42	99	29	73	106	56	46	150	28	8	-	-	-	-	-	-	-
Manufacturing	308	38.5	231.50	228.00	190.00- 252.00	-	9	-	-	9	34	28	15	106	50	21	-	28	8	-	-	-	-	-	-	-
Nonmanufacturing	339	40.0	237.00	260.00	185.00- 284.00	-	-	1	-	33	65	1	58	-	6	25	150	-	-	-	-	-	-	-	-	-
Order clerks I	390	39.0	208.50	200.00	185.00- 228.00	-	9	1	-	42	99	29	67	68	24	43	-	-	8	-	-	-	-	-	-	-
Manufacturing	201	38.0	217.50	223.00	182.00- 232.50	-	9	-	-	9	34	28	9	68	18	16	-	-	8	-	-	-	-	-	-	-
Nonmanufacturing	189	40.0	199.50	185.00	185.00- 200.00	-	-	1	-	33	65	1	58	-	6	25	-	-	-	-	-	-	-	-	-	-
Order clerks II	257	40.0	273.00	284.00	252.00- 284.00	-	-	-	-	-	-	-	6	38	32	3	150	28	-	-	-	-	-	-	-	-
Accounting clerks	5,072	38.0	244.00	235.00	204.00- 270.00	14	118	140	145	165	253	194	758	680	739	658	286	214	109	147	49	55	39	12	62	35
Manufacturing	1,194	39.5	263.50	250.00	222.00- 288.50	-	-	-	-	9	30	27	194	188	213	162	104	76	51	85	5	15	13	10	11	1
Nonmanufacturing	3,878	37.5	238.00	230.50	200.00- 264.50	14	118	140	145	156	223	167	564	692	526	496	182	138	58	62	44	40	26	2	51	34
Transportation and utilities	191	39.0	415.00	391.00	369.00- 471.50	-	-	-	-	-	-	-	-	1	1	3	8	1	5	10	36	32	7	2	51	• • 34
Accounting clerks I	938	37.0	180.00	176.00	156.00- 200.00	14	118	140	145	86	80	103	148	76	17	10	1	-	-	-	-	-	-	-	-	-
Manufacturing	58	39.5	210.00	212.00	200.00- 218.00	-	-	-	-	-	11	3	30	14	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	880	37.0	178.00	175.00	154.00- 195.00	14	118	140	145	86	69	100	118	62	17	10	1	-	-	-	-	-	-	-	-	-
Accounting clerks II	1,781	38.0	233.00	225.00	200.00- 251.00	-	-	-	-	63	172	81	409	355	305	191	94	39	31	6	34	-	1	-	-	-
Manufacturing	475	39.0	240.50	242.00	206.00- 269.00	-	-	-	-	9	19	24	133	42	97	75	43	6	27	-	-	-	-	-	-	-
Nonmanufacturing	1,306	38.0	230.00	223.00	200.00- 248.00	-	-	-	-	54	153	57	276	313	208	116	51	33	4	6	34	-	1	-	-	-
Accounting clerks III	1,951	37.5	263.00	254.50	234.00- 280.00	-	-	-	-	-	1	10	185	433	403	401	172	163	41	90	6	40	5	1	-	-
Manufacturing	608	39.5	277.50	268.00	238.00- 307.50	-	-	-	-	-	-	-	31	132	116	74	57	67	23	85	5	12	5	1	-	-
Nonmanufacturing	1,343	37.0	257.00	251.50	231.00- 270.50	-	-	-	-	-	1	10	154	301	287	327	115	96	18	5	1	28	-	-	-	-
Accounting clerks IV	233	39.0	343.00	350.00	284.00- 388.00	-	-	-	-	-	-	-	-	-	8	50	13	4	37	47	9	12	28	10	11	4
Manufacturing	53	39.5	373.00	412.50	285.00- 433.00	-	-	-	-	-	-	-	-	-	-	13	4	3	1	-	-	3	8	9	11	1
Nonmanufacturing	180	38.5	334.00	340.00	282.50- 356.00	-	-	-	-	-	-	-	-	-	8	37	9	1	36	47	9	9	20	1	-	3
Payroll clerks	724	39.0	256.50	250.50	220.00- 285.00	-	23	-	9	22	27	16	62	120	99	134	63	50	46	21	12	10	1	6	-	3
Manufacturing	353	39.5	260.00	269.00	220.00- 288.00	-	9	-	9	9	11	12	30	41	26	91	41	15	20	18	12	9	-	-	-	-
Nonmanufacturing	371	38.5	253.50	250.00	225.00- 280.00	-	14	-	-	13	16	4	32	79	73	43	22	35	26	3	-	1	1	6	-	3
Transportation and utilities	27	40.0	335.00	250.00	250.00- 442.50	-	-	-	-	-	-	-	-	-	15	-	-	-	-	1	-	1	1	6	-	# 3
Key entry operators	2,126	38.0	235.00	221.00	196.00- 264.00	-	10	27	68	131	180	246	385	232	251	181	149	78	50	52	77	4	-	2	3	-
Manufacturing	550	39.0	253.00	247.00	213.00- 288.00	-	9	-	-	13	28	52	72	63	79	71	55	39	17	45	-	2	-	2	3	-
Nonmanufacturing	1,576	38.0	228.50	214.00	192.00- 253.00	-	1	27	68	118	152	194	313	169	172	110	94	39	33	7	77	2	-	-	-	-
Transportation and utilities	122	38.5	352.00	369.00	330.50- 369.00	-	-	-	-	-	-	-	-	-	-	2	7	7	21	6	77	2	-	-	-	-

See footnotes at end of tables.

BEST DOCUMENT AVAILABLE

Table A-1. Weekly earnings of office workers in Boston, Mass., August 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[3]	Middle range[3]	130 and under 140	140 – 150	150 – 160	160 – 170	170 – 180	180 – 190	190 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 450	450 – 480	480 and over
Key entry operators I	1,424	38.0	219.00	206.00	185.00– 237.50	-	10	27	68	129	176	235	282	162	135	71	11	6	25	9	74	4	-	-	-	-
Manufacturing	268	38.5	225.50	225.00	195.00– 242.00	-	9	-	-	13	28	49	29	46	46	21	5	4	6	8	-	2	-	-	-	-
Nonmanufacturing	1,158	37.5	217.50	204.50	185.00– 230.50	-	1	27	68	116	148	186	253	116	89	50	6	2	19	1	74	2	-	-	-	-
Key entry operators II	686	39.0	267.00	265.00	232.50– 295.00	-	-	-	-	2	4	11	103	70	108	108	136	72	21	43	3	-	-	2	3	-
Manufacturing	284	39.5	279.00	278.50	246.50– 307.50	-	-	-	-	-	-	3	43	17	33	50	50	35	11	37	-	-	-	2	3	-
Nonmanufacturing	402	38.5	258.50	259.00	230.50– 288.00	-	-	-	-	2	4	8	60	53	75	58	86	37	10	6	3	-	-	-	-	-

* Workers were distributed as follows: 12 at $480.00 to $510.00, and 2 at $510.00 to $540.00.

** Workers were distributed as follows: 26 at $480.00 to $510.00; 5 at $510.00 to $540.00, and 3 at $540.00 to $570.00.

All workers were at $480.00 to $510.00.

Also see footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1] Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings (in dollars) of — Under 180	180 and under 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 370	370 – 400	400 – 430	430 – 460	460 – 490	490 – 520	520 – 550	550 – 580	580 – 610	610 – 650	650 – 690	690 and over
Computer systems analysts (business)	2,730	38.0	519.00	522.00	433.50- 595.00	-	-	-	-	-	2	6	45	35	150	204	182	250	260	221	262	298	228	261	212	114
Manufacturing	764	39.0	542.50	544.50	495.50- 598.00	-	-	-	-	-	-	-	-	7	36	23	28	44	47	95	114	110	76	116	41	27
Nonmanufacturing	1,966	38.0	510.00	496.00	420.00- 595.00	-	-	-	-	-	2	6	45	28	114	181	154	206	213	126	148	188	152	145	171	87
Computer systems analysts (business) I	340	38.5	363.50	366.50	345.00- 381.50	-	-	-	-	-	2	6	44	29	113	96	34	10	5	1	-	-	-	-	-	-
Manufacturing	64	40.0	380.00	368.50	357.50- 403.00	-	-	-	-	-	-	-	-	2	31	10	18	3	-	-	-	-	-	-	-	-
Nonmanufacturing	276	38.0	359.50	364.00	331.00- 381.00	-	-	-	-	-	2	6	44	27	82	86	16	7	5	1	-	-	-	-	-	-
Computer systems analysts (business) II	1,202	38.0	491.50	480.00	432.00- 551.00	-	-	-	-	-	-	-	1	6	37	104	127	226	195	102	100	127	65	44	61	7
Manufacturing	295	39.0	502.50	514.50	460.50- 541.50	-	-	-	-	-	-	-	-	5	5	13	9	41	34	61	61	53	6	5	2	-
Nonmanufacturing	907	38.0	488.00	461.00	422.50- 557.00	-	-	-	-	-	-	-	1	1	32	91	118	185	161	41	39	74	59	39	59	7
Computer systems analysts (business) III	1,188	38.0	591.50	583.50	536.50- 633.50	-	-	-	-	-	-	-	-	-	-	4	21	14	60	118	162	171	163	217	151	107
Manufacturing	405	39.0	597.50	583.50	550.00- 631.50	-	-	-	-	-	-	-	-	-	-	-	1	-	13	34	53	57	70	111	39	27
Nonmanufacturing	783	37.5	508.50	577.50	525.50- 643.50	-	-	-	-	-	-	-	-	-	-	4	20	14	47	84	109	114	93	106	112	* 80
Computer programmers (business)	2,655	38.0	403.00	403.50	345.50- 461.00	-	-	-	28	32	63	153	166	176	326	342	428	266	240	231	105	75	19	1	4	-
Manufacturing	851	39.0	426.00	421.00	374.50- 461.50	-	-	-	-	-	-	5	29	24	63	195	193	122	86	47	31	39	14	1	2	-
Nonmanufacturing	1,804	37.5	392.50	385.00	321.00- 460.50	-	-	-	28	32	63	148	137	152	263	147	235	144	154	184	74	36	5	-	2	-
Computer programmers (business) I	695	37.5	314.50	307.00	290.00- 345.50	-	-	-	28	32	63	153	132	87	146	39	9	3	2	1	-	-	-	-	-	-
Manufacturing	79	39.0	351.50	345.00	301.50- 387.00	-	-	-	-	-	-	5	29	3	12	17	7	3	2	1	-	-	-	-	-	-
Nonmanufacturing	616	37.5	310.00	307.00	290.00- 343.00	-	-	-	28	32	63	148	103	84	134	22	2	-	-	-	-	-	-	-	-	-
Computer programmers (business) II	1,152	38.0	397.50	397.50	368.00- 426.50	-	-	-	-	-	-	-	34	89	169	290	317	160	65	20	7	-	1	-	-	-
Manufacturing	478	39.0	404.00	394.00	371.50- 430.00	-	-	-	-	-	-	-	-	21	51	176	108	75	30	11	5	-	1	-	-	-
Nonmanufacturing	674	37.5	393.00	402.50	353.00- 422.50	-	-	-	-	-	-	-	34	68	118	114	209	85	35	9	2	-	-	-	-	-
Computer programmers (business) III	808	38.0	487.00	490.50	451.00- 519.00	-	-	-	-	-	-	-	-	-	11	13	102	103	173	210	98	75	18	1	4	-
Manufacturing	294	38.5	481.50	482.00	422.00- 534.00	-	-	-	-	-	-	-	-	-	-	2	78	44	54	35	26	39	13	1	2	-
Nonmanufacturing	514	37.5	490.00	494.00	466.50- 517.00	-	-	-	-	-	-	-	-	-	11	11	24	59	119	175	72	36	5	-	2	-
Computer operators	2,187	38.0	302.00	285.00	255.00- 341.50	4	40	90	108	411	379	208	226	169	130	243	68	72	24	9	2	4	-	-	-	-
Manufacturing	693	39.5	325.50	307.00	279.00- 374.00	-	-	9	23	48	99	95	130	61	43	68	39	54	20	-	-	4	-	-	-	-
Nonmanufacturing	1,494	37.5	290.50	272.00	249.50- 328.00	4	40	81	85	363	280	113	96	108	87	175	29	18	4	9	2	-	-	-	-	-
Transportation and utilities	103	38.5	354.00	388.00	255.00- 388.00	-	15	-	-	15	-	-	-	-	-	57	2	1	2	9	2	-	-	-	-	-
Computer operators I	920	38.0	258.00	250.00	240.00- 270.00	4	40	89	82	361	215	41	14	11	6	57	-	-	-	-	-	-	-	-	-	-
Manufacturing	148	39.5	266.50	270.00	240.00- 285.00	-	-	9	23	25	51	22	10	2	6	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	772	38.0	256.50	250.00	240.00- 265.00	4	40	80	59	336	164	19	4	9	-	57	-	-	-	-	-	-	-	-	-	-
Computer operators II	830	38.5	308.00	305.50	278.50- 328.00	-	-	1	26	50	156	154	159	124	81	50	18	1	-	6	-	4	-	-	-	-
Manufacturing	376	39.0	317.00	306.50	283.00- 336.00	-	-	-	-	23	45	70	92	55	24	48	15	-	-	-	-	4	-	-	-	-
Nonmanufacturing	454	38.0	300.50	295.00	272.00- 327.00	-	-	1	26	27	111	84	67	69	57	2	3	1	-	6	-	-	-	-	-	-
Computer operators III	429	38.5	383.50	385.50	345.00- 420.00	-	-	-	-	-	6	11	49	34	43	136	50	71	24	3	2	-	-	-	-	-
Manufacturing	169	40.0	397.00	413.00	350.00- 442.00	-	-	-	-	-	3	3	28	4	13	20	24	54	20	-	-	-	-	-	-	-
Nonmanufacturing	260	37.5	374.50	375.00	345.00- 396.00	-	-	-	-	-	3	8	21	30	30	116	26	17	4	3	2	-	-	-	-	-
Peripheral equipment operators	137	37.5	223.50	211.50	185.00- 259.00	** 21	31	25	5	22	11	9	13	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

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Table A-2. Weekly earnings of professional and technical workers in Boston, Mass., August 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[2]	Median[2]	Middle range[2]	Under 180	180 and under 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 370	370 – 400	400 – 430	430 – 460	460 – 490	490 – 520	520 – 550	550 – 580	580 – 610	610 – 650	650 – 690	690 and over
Computer data libranans	165	38.0	234.00	217.50	188.00– 273.00	5	43	36	4	23	19	26	7	-	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	51	38.5	236.50	246.00	184.50– 285.00	-	23	-	-	5	6	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	114	37.5	233.00	217.50	201.00– 270.00	5	20	36	4	18	13	9	7	-	2	-	-	-	-	-	-	-	-	-	-	-
Drafters	2,478	40.0	387.50	384.00	307.00– 455.00	-	9	17	101	136	183	111	160	165	239	241	184	345	143	161	85	128	65	5	-	-
Manufacturing	1,377	40.0	375.50	371.00	285.00– 442.00	-	-	5	64	97	147	72	118	104	70	126	76	244	61	64	40	74	15	-	-	-
Nonmanufacturing	1,101	39.5	403.00	395.00	340.00– 473.50	-	9	12	37	39	36	39	42	61	169	115	108	101	82	97	45	54	50	5	-	-
Drafters I	51	39.5	225.00	223.00	218.00– 231.00	-	5	9	29	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Drafters II	334	39.5	269.00	260.50	245.00– 290.00	-	-	4	58	94	85	21	29	26	17	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	213	40.0	261.00	252.00	245.00– 275.00	-	-	-	36	79	61	13	18	6	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	121	39.5	283.00	273.00	243.50– 330.00	-	-	4	22	15	24	8	11	20	17	-	-	-	-	-	-	-	-	-	-	-
Drafters III	597	40.0	324.50	319.50	287.00– 356.00	-	-	-	2	27	87	70	113	70	142	44	26	16	-	-	-	-	-	-	-	-
Manufacturing	347	40.0	306.00	305.00	277.00– 324.00	-	-	-	2	13	83	54	9*	52	28	21	3	-	-	-	-	-	-	-	-	-
Nonmanufacturing	250	39.5	350.00	347.00	328.00– 368.50	-	-	-	-	14	4	16	22	18	114	23	23	16	-	-	-	-	-	-	-	-
Drafters IV	791	39.5	411.50	416.00	379.00– 442.00	-	-	-	-	-	3	5	10	55	77	176	117	231	84	33	-	-	-	-	-	-
Manufacturing	443	40.0	405.00	415.00	371.00– 442.00	-	-	-	-	-	3	5	9	46	39	90	56	166	23	6	-	-	-	-	-	-
Nonmanufacturing	348	39.5	419.00	419.50	384.00– 460.00	-	-	-	-	-	-	-	1	9	38	86	61	65	61	27	-	-	-	-	-	-
Drafters V	631	40.0	506.50	507.00	456.50– 554.50	-	-	-	-	-	-	-	-	-	3	21	39	98	59	128	85	128	65	5	-	-
Manufacturing	338	40.0	495.50	491.50	448.00– 553.00	-	-	-	-	-	-	-	-	-	3	15	17	78	38	58	40	74	15	-	-	-
Nonmanufacturing	293	40.0	520.00	527.50	490.00– 565.00	-	-	-	-	-	-	-	-	-	-	6	22	20	21	70	45	54	50	5	-	-
Electronics technicians	3,031	40.0	457.50	467.50	356.00– 561.00	-	-	-	-	27	69	117	173	190	291	254	167	154	150	45	46	1348	-	-	-	-
Manufacturing	1,504	40.0	370.50	364.50	323.00– 419.00	-	-	-	-	27	61	99	165	170	271	240	153	129	144	45	-	-	-	-	-	-
Electronics technicians I	364	40.0	309.00	306.50	292.00– 332.00	-	-	-	-	24	55	41	98	91	53	2	-	-	-	-	-	-	-	-	-	-
Electronics technicians II	564	40.0	375.00	366.50	330.50– 407.50	-	-	-	-	3	6	44	53	58	135	108	43	65	3	-	46	-	-	-	-	-
Manufacturing	482	40.0	361.50	360.00	327.00– 394.00	-	-	-	-	3	6	34	53	57	132	94	38	62	3	-	-	-	-	-	-	-
Nonmanufacturing	82	39.5	455.00	524.50	384.50– 524.50	-	-	-	-	-	-	10	-	1	3	14	5	3	-	-	46	-	-	-	-	-
Electronics technicians III:																										
Manufacturing	574	39.5	424.50	423.50	387.00– 467.50	-	-	-	-	-	-	-	-	-	54	142	115	67	141	45	-	-	-	-	-	-
Registered industrial nurses	197	39.5	382.00	383.50	349.00– 408.50	-	-	-	-	-	-	9	18	14	33	54	33	23	12	-	1	-	-	-	-	-
Manufacturing	135	40.0	377.50	383.50	347.50– 406.00	-	-	-	-	-	-	9	10	9	23	43	26	9	5	-	1	-	-	-	-	-
Nonmanufacturing	62	38.5	392.50	385.00	349.50– 443.00	-	-	-	-	-	-	-	8	5	10	11	7	14	7	-	-	-	-	-	-	-

* Workers were distributed as follows: 27 at $690.00 to $730.00; 34 at $730.00 to $770.00; 14 at $770.00 to $810.00; 4 at $810.00 to $850.00; and 1 at $850.00 to $890.00.

** Workers were distributed as follows: 7 at $140.00 to $160.00; and 14 at $160.00 to $180.00.

Also see footnotes at end of tables.

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Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Boston, Mass., August 1982

Sex,[2] occupation, and industry division	Number of workers	Average (mean[3])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[1]
Office occupations - men			
File clerks:			
File clerks II	51	37.5	201.00
Messengers	359	38.0	183.50
Manufacturing	55	39.5	206.00
Nonmanufacturing	304	38.0	179.50
Accounting clerks	662	37.5	263.00
Manufacturing	85	40.0	305.00
Nonmanufacturing	577	37.5	256.50
Accounting clerks III	324	37.0	258.50
Nonmanufacturing	276	36.5	248.00
Accounting clerks IV	64	39.0	319.00
Nonmanufacturing	57	38.5	305.00
Payroll clerks	74	38.0	289.00
Nonmanufacturing	54	38.5	270.50
Office occupations - women			
Secretaries	9,008	38.5	305.50
Manufacturing	4,547	39.5	317.00
Nonmanufacturing	4,461	37.5	294.00
Transportation and utilities	259	39.5	379.50
Secretaries I	836	37.5	243.00
Manufacturing	333	39.5	256.50
Nonmanufacturing	503	36.5	234.50
Secretaries II	2,714	38.5	278.00
Manufacturing	1,157	39.5	297.50
Nonmanufacturing	1,557	38.0	263.50
Transportation and utilities	113	40.0	338.50
Secretaries III	3,440	39.0	314.50
Manufacturing	2,126	39.5	317.50
Nonmanufacturing	1,314	38.0	308.50
Transportation and utilities	75	39.5	372.00
Secretaries IV	1,493	38.5	353.00
Manufacturing	725	39.5	364.00
Nonmanufacturing	768	38.0	343.00
Transportation and utilities	34	39.0	455.50
Secretaries V	431	38.0	380.50
Manufacturing	112	39.0	438.50
Nonmanufacturing	319	37.5	360.00
Stenographers	233	39.5	306.00
Nonmanufacturing	111	39.0	285.50
Transportation and utilities	47	40.0	341.50
Stenographers I	92	39.0	281.50
Nonmanufacturing	68	38.5	288.00
Transportation and utilities	37	40.0	336.00
Typists	1,697	38.0	212.50
Manufacturing	575	39.5	226.00
Nonmanufacturing	1,122	37.0	205.50
Typists I	1,278	37.5	200.50
Manufacturing	354	40.0	210.50
Nonmanufacturing	924	37.0	197.00
Typists II	419	39.5	249.00
Manufacturing	221	39.5	251.50
Nonmanufacturing	198	37.5	246.00
File clerks	1,109	37.0	181.50
Manufacturing	153	38.5	217.00
Nonmanufacturing	956	37.0	176.00
File clerks I	348	37.5	175.50
Nonmanufacturing	276	37.5	167.50
File clerks II	474	36.5	179.50
Manufacturing	51	39.5	213.50
Nonmanufacturing	423	36.5	175.50
File clerks III	142	36.0	224.50
Nonmanufacturing	112	35.5	217.50
Messengers	163	37.5	194.50
Nonmanufacturing	145	37.0	186.50
Switchboard operators	530	38.5	235.00
Manufacturing	121	39.5	272.00
Nonmanufacturing	409	38.0	224.00
Transportation and utilities	70	40.0	246.50
Switchboard operator-receptionists	724	38.0	229.00
Manufacturing	304	38.5	231.50
Nonmanufacturing	420	37.5	227.50
Order clerks	609	39.5	230.50
Manufacturing	270	38.5	223.00
Nonmanufacturing	339	40.0	237.00
Order clerks I	378	39.0	207.00
Manufacturing	189	37.5	214.50
Nonmanufacturing	189	40.0	199.50
Accounting clerks	4,290	38.0	241.00
Manufacturing	1,101	39.5	260.50
Nonmanufacturing	3,189	37.5	234.50
Transportation and utilities	154	39.0	404.00
Accounting clerks I	906	37.0	179.50
Manufacturing	56	39.5	209.50
Nonmanufacturing	850	37.0	177.50
Accounting clerks II	1,497	38.0	233.00
Manufacturing	439	39.0	239.50
Nonmanufacturing	1,058	37.5	230.50
Accounting clerks III	1,600	37.5	264.50
Manufacturing	560	39.5	273.50
Nonmanufacturing	1,040	37.0	259.50
Accounting clerks IV	161	39.0	356.00
Nonmanufacturing	115	39.0	353.00
Payroll clerks	641	39.0	252.50
Manufacturing	331	39.5	255.50
Nonmanufacturing	310	38.0	250.00
Key entry operators	1,821	38.0	236.50
Manufacturing	526	39.0	253.50
Nonmanufacturing	1,295	38.0	229.00
Transportation and utilities	122	38.5	352.00
Key entry operators I	1,270	38.0	220.50
Manufacturing	256	38.5	226.00
Nonmanufacturing	1,014	37.5	219.50
Key entry operators II:			
Manufacturing	270	39.5	279.50
Professional and technical occupations - men			
Computer systems analysts (business)	1,644	38.5	533.00
Nonmanufacturing	1,261	38.0	524.00
Computer systems analysts (business) I:			
Nonmanufacturing	148	38.5	364.50
Computer systems analysts (business) II	705	38.0	498.00
Nonmanufacturing	587	38.0	497.50
Computer systems analysts (business) III	777	38.5	600.00
Nonmanufacturing	526	38.0	599.00
Computer programmers (business)	1,520	38.0	411.50
Nonmanufacturing	1,050	37.5	405.00
Computer programmers (business) I	362	37.5	317.50
Manufacturing	52	38.5	348.00
Nonmanufacturing	310	37.5	312.50
Computer programmers (business) II	657	38.0	401.50
Nonmanufacturing	397	37.5	399.50
Computer programmers (business) III	501	38.0	491.50
Nonmanufacturing	343	38.0	494.50
Computer operators	1,660	38.0	302.50
Manufacturing	504	39.0	330.00
Nonmanufacturing	1,156	37.5	290.50
Computer operators I	659	38.0	250.50
Manufacturing	101	40.0	267.00
Nonmanufacturing	558	38.0	248.00

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Boston, Mass., August 1982 —Continued

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2])	
		Weekly hours[3] (standard)	Weekly earnings (in dollars)[4]
Computer operators II	636	38.0	306.50
Manufacturing	280	39.0	315.00
Nonmanufacturing	356	37.5	300.00
Computer operators III	357	38.0	390.50
Manufacturing	123	40.0	416.50
Nonmanufacturing	234	37.5	377.00
Computer data libranans	86	37.5	216.00
Nonmanufacturing	55	37.5	220.00
Drafters	2,249	40.0	394.00
Manufacturing	1,248	40.0	381.00
Nonmanufacturing	1,001	39.5	410.00
Drafters II	277	39.5	268.00
Manufacturing	184	39.5	259.00
Nonmanufacturing	93	39.5	285.00
Drafters III	522	40.0	325.50
Manufacturing	301	40.0	306.50
Nonmanufacturing	221	39.5	351.50
Drafters IV	730	39.5	414.50
Manufacturing	397	40.0	410.50
Nonmanufacturing	333	39.5	420.00
Drafters V	619	40.0	507.50
Manufacturing	331	40.0	496.50
Nonmanufacturing	288	40.0	520.00
Electronics technicians	2,641	40.0	462.00
Manufacturing	1,299	40.0	379.00
Electronics technicians I	310	40.0	309.50
Electronics technicians II	529	40.0	377.50
Manufacturing	449	40.0	383.50
Nonmanufacturing	80	39.5	457.00
Electronics technicians III:			
Manufacturing	570	39.5	424.50
Professional and technical occupations – women			
Computer systems analysts (business):			
Nonmanufacturing	638	37.5	490.50
Computer systems analysts (business) II	432	38.0	490.50
Nonmanufacturing	282	37.5	481.00
Computer systems analysts (business) III:			
Nonmanufacturing	228	37.5	580.00
Computer programmers (business)	998	38.0	386.50
Nonmanufacturing	728	37.5	376.50
Computer programmers (business) I	333	37.5	312.00
Nonmanufacturing	306	37.5	307.50
Computer programmers (business) II:			
Nonmanufacturing	251	37.5	389.00
Computer programmers (business) III	263	38.0	473.00
Nonmanufacturing	171	37.5	481.00
Computer operators	458	38.5	293.50
Manufacturing	179	39.5	314.00
Computer operators I	239	38.0	274.00
Nonmanufacturing	192	37.5	276.50
Computer operators II:			
Manufacturing	86	39.0	323.50
Computer operators III	66	39.5	342.50
Computer data libranans	70	38.0	253.00
Nonmanufacturing	50	38.0	242.50
Drafters	211	39.5	328.00
Manufacturing	111	40.0	327.00
Nonmanufacturing	100	39.5	329.50
Drafters II	57	40.0	274.50
Drafters III	67	39.5	327.00
Drafters IV	53	39.5	379.50
Electronics technicians			
Electronics technicians I	54	40.0	306.50
Registered industrial nurses	194	39.5	381.50
Manufacturing	135	40.0	377.50
Nonmanufacturing	59	38.5	391.50

See footnotes at end of tables.

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Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)*			Number of workers receiving straight-time hourly earnings (in dollars) of —																							
		Mean[2]	Median[2]	Middle range[2]	Under 7.00	7.00 and under 7.30	7.30 – 7.60	7.60 – 7.90	7.90 – 8.20	8.20 – 8.50	8.50 – 8.80	8.80 – 9.10	9.10 – 9.40	9.40 – 9.70	9.70 – 10.00	10.00 – 10.40	10.40 – 10.80	10.80 – 11.20	11.20 – 11.60	11.60 – 12.00	12.00 – 12.40	12.40 – 12.80	12.80 – 13.20	13.20 – 13.60	13.60 – 14.00	14.00 – 14.40	14.40 and over
Maintenance carpenters	410	9.97	10.11	9.18–10.20	–	–	2	11	5	12	25	27	28	20	23	162	24	32	17	10	2	–	5	3	3	–	–
Manufacturing	253	9.89	10.11	9.25–10.20	–	–	–	–	2	10	8	21	27	19	21	120	5	3	17	2	–	–	–	–	3	–	–
Nonmanufacturing	152	10.10	10.02	8.94–11.05	–	–	2	11	3	2	17	6	1	1	1	42	19	29	–	8	2	–	5	3	–	–	–
Maintenance electricians	930	10.84	11.03	10.03–11.10	–	–	–	–	15	19	30	20	39	79	25	98	40	344	55	61	10	2	–	37	29	1	26
Manufacturing	739	10.71	11.03	9.95–11.10	–	–	–	–	10	5	30	14	38	69	21	87	16	317	47	36	8	2	–	–	29	–	10
Nonmanufacturing	191	11.35	10.89	10.05–13.34	–	–	–	–	5	14	–	6	1	10	4	11	24	27	8	25	2	–	–	37	–	1	16
Maintenance painters	268	8.88	8.28	7.47– 9.90	–	29	68	20	13	11	3	6	3	29	31	11	2	22	3	11	–	–	–	6	–	–	–
Manufacturing	110	9.56	9.67	8.80– 9.90	–	–	3	7	8	7	3	6	3	29	27	2	2	7	–	–	–	–	–	6	–	–	–
Nonmanufacturing	158	8.40	7.50	7.30– 9.86	–	29	65	13	5	4	–	–	–	–	4	9	–	15	3	11	–	–	–	–	–	–	–
Maintenance machinists	533	10.29	10.50	10.00–10.83	–	–	10	14	5	–	5	1	11	50	37	118	65	173	26	16	–	2	–	–	–	–	–
Manufacturing	533	10.29	10.50	10.00–10.83	–	–	10	14	5	–	5	1	11	50	37	118	65	173	26	16	–	2	–	–	–	–	–
Maintenance mechanics (machinery)	1,245	9.33	9.48	7.54–10.83	4	27	329	76	28	20	63	10	51	123	10	121	3	202	71	87	2	–	9	4	–	5	–
Manufacturing	1,208	9.27	9.41	7.54–10.83	4	27	329	74	28	20	63	8	49	122	10	119	–	197	71	78	–	–	9	–	–	–	–
Maintenance mechanics (motor vehicles)	524	11.98	11.68	10.52–13.38	–	–	–	3	19	–	5	9	12	8	12	51	18	–	76	76	–	21	6	116	27	34	31
Manufacturing	88	10.49	10.12	9.36–11.66	–	–	–	–	–	–	5	9	12	8	–	23	4	–	4	14	–	–	–	–	9	–	–
Nonmanufacturing	436	12.28	12.60	11.54–13.38	–	–	–	3	19	–	–	–	–	–	12	28	14	–	72	62	–	21	6	116	18	34	31
Transportation and utilities	368	12.41	13.38	11.54–13.38	–	–	–	1	16	–	–	–	–	–	12	21	14	–	72	33	–	–	–	116	18	34	31
Maintenance pipefitters	457	10.80	10.37	10.15–11.10	–	–	–	–	–	2	–	3	9	25	5	186	31	99	15	45	4	–	–	–	33	–	–
Manufacturing	449	10.80	10.37	10.15–11.10	–	–	–	–	–	–	–	3	8	25	4	186	31	99	15	45	–	–	–	–	33	–	–
Maintenance sheet-metal workers	80	10.61	10.83	10.15–11.10	–	–	–	–	2	–	–	–	6	6	–	12	7	41	2	4	–	–	–	–	–	–	–
Manufacturing	76	10.65	10.83	10.15–11.10	–	–	–	–	1	–	–	–	6	6	–	10	6	41	2	4	–	–	–	–	–	–	–
Millwrights	164	9.94	10.11	10.03–10.11	–	–	–	3	–	8	–	–	10	6	10	116	–	9	2	–	–	–	–	–	–	–	–
Manufacturing	160	9.96	10.11	10.03–10.11	–	–	–	3	–	6	–	–	10	6	8	116	–	9	2	–	–	–	–	–	–	–	–
Maintenance trades helpers	95	7.20	7.38	5.81– 7.84	* 46	–	23	4	7	–	–	3	–	–	–	9	3	–	–	–	–	–	–	–	–	–	–
Manufacturing	70	6.60	6.13	5.75– 7.41	46	–	11	3	7	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Machine-tool operators (toolroom)	113	9.99	10.20	9.36–10.49	–	–	1	2	–	2	2	1	22	8	7	38	4	26	–	–	–	–	–	–	–	–	–
Manufacturing	113	9.99	10.20	9.36–10.49	–	–	1	2	–	2	2	1	22	8	7	38	4	26	–	–	–	–	–	–	–	–	–
Tool and die makers	802	10.97	10.91	9.98–11.69	–	–	–	–	–	–	8	1	25	103	74	50	38	178	22	232	3	15	16	–	37	–	–
Manufacturing	802	10.97	10.91	9.98–11.69	–	–	–	–	–	–	8	1	25	103	74	50	38	178	22	232	3	15	16	–	37	–	–
Stationary engineers	185	11.09	10.51	10.09–13.08	–	–	–	1	5	1	5	–	19	6	4	38	28	4	7	4	11	–	36	–	10	6	–
Manufacturing	144	11.19	10.51	10.09–13.08	–	–	–	1	5	1	4	–	2	6	4	38	16	3	7	4	7	–	36	–	10	–	–
Boiler tenders	198	9.04	9.35	7.50–10.00	–	11	45	1	1	36	–	–	16	27	10	11	4	–	36	–	–	–	–	–	–	–	–
Manufacturing	188	9.13	9.35	8.01–10.00	–	6	40	1	1	36	–	–	16	27	10	11	4	–	36	–	–	–	–	–	–	–	–

* Workers were distributed as follows: 32 under $6.10, 10 at $6.10 to $6.40, and 4 at $6.70 to $7.00.

Also see footnotes at end of tables.

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Table A-5. Hourly earnings of material movement and custodial workers in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)*			Number of workers receiving straight time hourly earnings (in dollars) of —																						
		Mean[1]	Median[1]	Middle range[2]	Under 3.50	3.50 and under 3.60	3.60 – 4.00	4.00 – 4.40	4.40 – 4.80	4.80 – 5.20	5.20 – 5.60	5.60 – 6.00	6.00 – 6.40	6.40 – 6.80	6.80 – 7.20	7.20 – 7.60	7.60 – 8.00	8.00 – 8.40	8.40 – 8.80	8.80 – 9.20	9.20 – 9.60	9.60 – 10.00	10.00 – 10.40	10.40 – 10.80	10.80 – 11.40	11.40 – 12.00	12.00 and over
Truckdrivers	2,800	10.20	9.95	9.22-13.18	-	-	96	96	32	80	35	34	56	19	55	81	42	28	11	24	569	187	8	15	17	182	* 1133
Manufacturing	751	9.18	9.22	7.89- 9.95	-	-	-	-	-	-	26	32	39	9	51	26	20	20	-	24	168	180	3	3	16	134	
Nonmanufacturing	2,049	10.58	12.41	9.35-13.18	-	-	96	96	32	80	9	2	17	10	4	55	22	8	11	-	401	7	5	12	1	48	1133
Transportation and utilities	914	13.09	13.18	13.18-13.43	-	-	-	-	-	-	-	-	-	-	-	-	22	-	1	-	1	2	2	6	1	1	878
Truckdrivers, light truck	838	7.08	7.61	4.50- 9.35	-	-	96	96	32	58	35	25	18	13	13	33	8	11	-	-	400	-	-	-	-	-	-
Manufacturing	93	6.27	5.90	5.53- 6.90	-	-	-	-	-	-	26	23	11	3	13	6	8	3	-	-	-	-	-	-	-	-	-
Nonmanufacturing	745	7.18	9.35	4.00- 9.35	-	-	96	96	32	58	9	2	7	10	-	27	-	8	-	-	400	-	-	-	-	-	-
Truckdrivers, medium truck	572	10.94	13.43	9.22-13.43	-	-	-	-	-	22	-	9	36	6	19	21	12	1	1	-	121	2	2	6	-	1	313
Manufacturing	212	8.19	9.22	7.13- 9.22	-	-	-	-	-	-	-	9	28	6	16	20	12	1	-	-	120	-	-	-	-	-	-
Truckdrivers, tractor-trailer	870	11.72	12.41	9.95-13.18	-	-	-	-	-	-	-	-	-	-	-	25	-	16	9	-	16	185	6	3	16	61	533
Nonmanufacturing	622	12.43	12.42	12.41-13.18	-	-	-	-	-	-	-	-	-	-	-	25	-	-	9	-	-	5	3	-	-	47	533
Shippers	551	7.27	6.73	5.60- 8.51	-	-	-	-	-	32	92	56	39	67	53	34	11	22	20	20	-	-	3	102	-	-	-
Manufacturing	224	6.98	6.76	6.25- 7.47	-	-	-	-	-	-	11	35	27	40	29	26	8	22	6	20	-	-	-	-	-	-	-
Nonmanufacturing	327	7.48	6.55	5.53-10.43	-	-	-	-	-	32	81	21	12	27	24	8	3	-	14	-	-	-	3	102	-	-	-
Receivers	792	8.41	8.55	6.85-10.23	-	-	-	-	1	22	13	13	109	28	37	40	62	38	40	95	6	3	135	138	12	-	-
Manufacturing	204	7.04	7.15	6.09- 8.03	-	-	-	-	-	22	11	11	18	19	22	35	4	38	-	24	-	-	-	-	-	-	-
Nonmanufacturing	588	8.89	9.10	7.65-10.43	-	-	-	-	1	-	2	2	91	9	15	5	58	-	40	71	6	3	135	138	12	-	-
Shippers and receivers	468	6.52	6.23	5.50- 7.37	-	-	-	-	5	37	92	60	42	90	22	35	39	6	1	28	2	-	-	9	-	-	-
Manufacturing	253	6.67	6.78	5.30- 7.74	-	-	-	-	5	37	31	11	41	23	11	19	39	6	-	28	2	-	-	-	-	-	-
Nonmanufacturing	215	6.33	5.77	5.50- 6.50	-	-	-	-	-	-	61	49	1	67	11	16	-	-	1	-	-	-	-	9	-	-	-
Warehousemen	2,133	8.02	7.55	7.55- 9.02	-	-	-	2	-	8	95	25	67	84	87	1081	46	26	13	124	167	5	153	6	119	1	24
Nonmanufacturing	582	9.25	10.10	9.13-10.63	-	-	-	2	-	6	78	14	4	3	18	5	4	1	3	11	125	5	153	6	119	1	24
Order fillers	1,549	7.32	8.55	5.50- 8.80	-	-	-	32	311	16	39	55	48	55	55	48	9	4	452	405	8	4	4	4	-	-	-
Manufacturing	368	7.81	9.10	6.51- 9.10	-	-	-	30	33	6	-	9	-	23	24	14	2	2	-	205	8	4	4	4	-	-	-
Nonmanufacturing	1,181	7.16	8.55	5.30- 8.55	-	-	-	2	278	10	39	46	48	32	31	34	7	2	452	200	-	-	-	-	-	-	-
Shipping packers	523	5.82	5.60	4.79- 6.84	-	-	-	59	113	63	21	58	51	11	49	38	23	-	8	29	-	-	-	-	-	-	-
Manufacturing	334	6.19	6.13	4.79- 7.45	-	-	-	32	85	-	4	36	36	2	44	35	23	-	8	29	-	-	-	-	-	-	-
Material handling laborers	1,579	6.36	5.85	5.33- 6.68	-	3	24	168	69	114	384	89	266	97	37	55	27	-	11	-	-	-	9	211	1	14	
Manufacturing	871	6.08	5.94	5.57- 6.26	-	-	-	13	3	34	360	63	226	73	21	31	22	-	11	-	-	-	-	-	-	14	
Nonmanufacturing	708	6.71	5.70	4.25-10.43	-	3	24	155	66	80	24	26	40	24	16	24	5	-	-	-	-	-	9	211	1		
Forklift operators	753	8.42	8.27	6.98- 9.03	-	-	-	-	-	-	25	-	91	12	82	31	94	57	22	162	2	2	8	94	27	44	
Manufacturing	584	8.21	8.27	7.06- 9.02	-	-	-	-	-	-	-	-	66	12	82	31	94	57	22	158	2	2	8	4	2	44	
Nonmanufacturing	169	9.13	10.50	6.00-10.50	-	-	-	-	-	-	25	-	25	-	-	-	-	-	-	4	-	-	-	90	25	-	
Guards	6,798	4.62	4.00	3.75- 4.75	143	847	1892	1770	546	157	95	205	133	100	118	224	281	145	53	48	7	-	-	-		33	1
Manufacturing	907	7.49	7.69	6.93- 8.04	-	-	2	2	5	24	42	37	38	31	84	156	257	106	45	47	-	-	-	-		31	
Nonmanufacturing	5,891	4.18	4.00	3.65- 4.25	143	847	1890	1768	541	133	53	168	95	69	34	68	24	39	8	1	7	-	-	-		2	1
Guards I	6,186	4.49	4.00	3.70- 4.40	143	847	1886	1730	402	104	90	91	80	72	93	172	268	106	45	26	-	-	-	-		31	
Manufacturing	817	7.52	7.70	7.03- 8.06	-	-	2	2	5	24	42	18	26	26	84	123	257	106	45	26	-	-	-	-		31	
Nonmanufacturing	5,369	4.03	3.89	3.65- 4.15	143	847	1884	1728	397	80	48	73	54	46	9	49	11	-	-	-	-	-	-	-			
Guards II	612	5.98	5.71	4.75- 7.01	-	-	6	40	144	53	5	114	53	28	25	52	13	39	8	22	7	-	-	-		2	1
Nonmanufacturing	522	5.77	5.71	4.61- 6.58	-	-	6	40	144	53	5	95	41	23	25	19	13	39	8	1	7	-	-	-		2	1
Janitors, porters, and cleaners	8,461	5.18	4.55	4.30- 5.49	24	-	516	2727	2565	236	488	213	132	234	324	278	65	8	368	35	149	-	-	4	95		
Manufacturing	1,936	7.04	6.88	5.65- 8.54	-	-	-	23	80	107	253	176	111	188	185	253	24	2	355	19	66	-	-	-	84		
Nonmanufacturing	6,525	4.62	4.40	4.30- 4.69	24	-	516	2704	2485	129	235	37	21	46	139	25	41	6	13	16	83	-	-	4	1	-	-
Transportation and utilities	170	8.65	9.33	7.61- 9.33	-	-	-	-	-	-	-	-	-	-	-	20	39	6	1	16	83	-	-	4	1	-	-

* Workers were distributed as follows: 255 at $12.00 to $12.60, 565 at $12.60 to $13.20, and 313 at $13.20 to $13.80.

Also see footnotes at end of tables.

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Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Boston, Mass., August 1982

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance carpenters	401	9.96
Manufacturing	258	9.89
Nonmanufacturing	143	10.07
Maintenance electricians	912	10.85
Manufacturing	728	10.71
Nonmanufacturing	184	11.39
Maintenance painters	262	8.85
Manufacturing	110	9.56
Nonmanufacturing	152	8.33
Maintenance machinists	526	10.28
Manufacturing	526	10.28
Maintenance mechanics (machinery)	1,238	9.33
Manufacturing	1,201	9.26
Maintenance mechanics (motor vehicles)	524	11.98
Manufacturing	88	10.49
Nonmanufacturing	436	12.28
Transportation and utilities	368	12.41
Maintenance pipefitters	457	10.80
Manufacturing	449	10.80
Maintenance sheet-metal workers	80	10.61
Manufacturing	76	10.65
Millwrights	164	9.94
Manufacturing	160	9.96
Maintenance trades helpers	84	6.90
Manufacturing	68	6.62
Machine-tool operators (toolroom)	112	9.99
Manufacturing	112	9.99
Tool and die makers	802	10.97
Manufacturing	802	10.97
Stationary engineers	171	11.16
Manufacturing	142	11.24
Boiler tenders	198	9.04
Manufacturing	188	9.13
Material movement and custodial occupations - men		
Truckdrivers	2,793	10.20
Manufacturing	751	9.18
Nonmanufacturing	2,042	10.58
Transportation and utilities	914	13.09
Truckdrivers, light truck	837	7.08
Manufacturing	93	6.27
Nonmanufacturing	744	7.18
Truckdrivers, medium truck	566	10.95
Manufacturing	212	8.19
Truckdrivers, tractor-trailer	870	11.72
Nonmanufacturing	622	12.43
Shippers:		
Manufacturing	221	6.98
Receivers:		
Manufacturing	201	7.04
Shippers and receivers	443	6.41
Manufacturing	242	6.64
Nonmanufacturing	201	6.14
Warehousemen	1,776	8.05
Nonmanufacturing	498	9.33
Order fillers:		
Manufacturing	344	8.05
Shipping packers	292	6.20
Manufacturing	275	6.26
Material handling laborers		
Manufacturing	789	6.09
Forklift operators	648	8.13
Manufacturing	569	8.20
Guards	6,158	4.61
Manufacturing	835	7.49
Nonmanufacturing	5,323	4.16
Guards I	5,602	4.48
Manufacturing	747	7.53
Nonmanufacturing	4,855	4.01
Guards II	556	5.92
Nonmanufacturing	468	5.68
Janitors, porters, and cleaners	6,042	5.39
Manufacturing	1,776	7.06
Nonmanufacturing	4,266	4.69
Transportation and utilities	132	8.48
Material movement and custodial occupations - women		
Shipping packers		
Manufacturing	59	5.90
Guards	594	4.60
Manufacturing	64	7.69
Nonmanufacturing	530	4.23
Guards I	555	4.50
Manufacturing	62	7.64
Nonmanufacturing	493	4.11
Janitors, porters, and cleaners	2,374	4.63
Manufacturing	156	6.83
Nonmanufacturing	2,218	4.47

See footnotes at end of tables.

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Table A-7. Indexes of earnings and percent increases for selected occupational groups, Boston, Mass., selected periods

Period[a]	All industries					Manufacturing					Nonmanufacturing			
	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Unskilled plant
Indexes (August 1977 = 100):														
August 1981	138.8	138.8	144.2	139.6	137.8	139.2	141.1	142.6	140.5	140.0	138.5	138.1	(*)	136.4
August 1982	149.9	150.0	156.7	151.9	148.8	150.3	151.5	154.7	152.7	151.5	149.6	149.7	(*)	147.2
Percent increases:														
August 1972 to August 1973	5.5	(*)	6.2	6.6	6.1	5.9	(*)	6.8	6.4	6.3	5.2	(*)	5.1	5.4
August 1973 to August 1974	7.6	6.5	7.5	8.5	9.1	7.2	7.4	8.1	8.1	9.1	7.8	6.1	6.4	9.1
August 1974 to August 1975	8.1	6.3	9.2	7.9	8.2	7.7	7.7	9.9	7.6	8.4	8.3	5.5	7.8	8.2
August 1975 to August 1976	6.9	6.1	7.4	8.6	8.0	8.2	6.9	7.8	9.1	8.5	6.3	5.8	6.7	7.7
August 1976 to August 1977	6.4	5.8	5.9	7.3	6.5	7.1	5.9	6.3	6.6	7.4	6.1	5.8	(*)	6.0
August 1977 to August 1978	6.0	6.7	8.7	7.3	7.1	5.9	7.7	8.5	7.7	5.5	6.0	6.3	(*)	8.2
August 1978 to August 1979	7.9	8.0	8.8	7.6	8.0	8.3	7.9	8.6	7.6	9.5	7.7	8.0	(*)	7.2
August 1979 to August 1980	9.2	8.7	9.7	9.6	9.2	10.0	9.3	9.4	9.6	9.9	8.7	8.5	(*)	8.8
August 1980 to August 1981	11.1	10.9	11.1	10.3	9.1	10.3	11.1	10.6	10.6	10.3	11.6	10.8	(*)	8.1
August 1981 to August 1982	8.0	8.1	8.7	8.8	8.0	8.0	7.4	8.5	8.7	8.2	8.0	8.4	9.3	7.9

See footnotes at end of tables.

Table A-8. Pay relationships in establishments with paired office clerical occupations, Boston, Mass., August 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100																						
	Secretaries					Stenographers	Typists		File clerks			Messengers	Switchboard operators	Switchboard operator-receptionists	Order clerks		Accounting clerks				Payroll clerks	Key entry operators	
	I	II	III	IV	V	I	I	II	I	II	III				I	II	I	II	III	IV		I	II
Secretaries I	**100**	94	80	69	59	(*)	121	104	133	119	110	125	104	100	109	(*)	(*)	104	99	(*)	96	113	96
Secretaries II	106	**100**	86	71	63	(*)	128	113	146	125	122	135	113	108	124	(*)	122	115	103	91	99	117	106
Secretaries III	124	117	**100**	84	73	(*)	148	126	164	145	140	157	127	122	127	116	153	130	114	104	112	135	118
Secretaries IV	145	141	118	**100**	89	135	161	139	190	171	147	180	144	130	(*)	(*)	169	139	132	121	127	153	135
Secretaries V	169	160	136	112	**100**	(*)	192	153	223	192	161	204	166	138	159	(*)	216	166	143	121	148	162	153
Stenographers I	(*)	(*)	(*)	74	(*)	**100**	(*)	107	(*)	(*)	(*)	136	110	(*)	(*)	(*)	(*)	111	(*)	(*)	84	100	104
Typists I	83	78	68	62	52	(*)	**100**	89	114	108	103	115	83	89	86	(*)	99	81	80	70	82	94	83
Typists II	96	88	80	72	65	93	112	**100**	134	110	(*)	128	100	97	(*)	(*)	122	98	89	72	85	103	91
File clerks I	75	68	61	53	45	(*)	87	75	**100**	90	74	95	77	73	(*)	(*)	(*)	76	71	62	72	81	74
File clerks II	84	80	69	58	52	(*)	93	91	111	**100**	87	107	86	82	(*)	(*)	96	84	71	(*)	78	85	75
File clerks III	91	82	72	68	62	(*)	97	(*)	134	115	**100**	114	100	82	(*)	(*)	(*)	96	(*)	(*)	86	100	86
Messengers	80	74	64	56	49	73	87	78	105	94	88	**100**	78	77	88	(*)	89	78	70	58	73	76	77
Switchboard operators	96	88	79	69	60	91	120	100	131	117	100	128	**100**	95	103	(*)	117	95	83	79	87	103	93
Switchboard operator-receptionists	100	92	82	77	72	(*)	112	104	136	122	122	130	105	**100**	107	(*)	121	104	86	77	89	111	94
Order clerks I	92	81	79	(*)	63	(*)	117	(*)	(*)	(*)	(*)	114	97	93	**100**	(*)	122	94	93	(*)	86	106	93
Order clerks II	(*)	(*)	86	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	**100**	(*)	(*)	94	(*)	97	(*)	(*)
Accounting clerks I	(*)	82	65	59	46	(*)	101	82	(*)	105	(*)	112	85	83	82	(*)	**100**	80	75	75	93	92	86
Accounting clerks II	96	87	77	72	60	90	123	102	131	119	105	127	105	97	106	(*)	124	**100**	83	74	91	106	96
Accounting clerks III	101	97	87	76	70	(*)	126	112	141	141	(*)	144	120	116	107	107	133	121	**100**	87	102	118	101
Accounting clerks IV	(*)	110	97	83	82	(*)	143	138	162	(*)	(*)	171	126	130	(*)	(*)	134	135	115	**100**	106	133	116
Payroll clerks	105	101	89	79	68	120	122	117	138	129	117	136	115	112	116	103	107	110	98	94	**100**	117	107
Key entry operators I	89	85	74	65	62	100	106	97	124	118	100	131	97	90	94	(*)	109	94	85	75	86	**100**	83
Key entry operators II	104	94	85	74	65	96	121	109	135	133	116	130	108	107	107	(*)	117	104	99	86	94	120	**100**

NOTE: This matrix table shows the average (mean) relationship of earnings in establishments between any two occupations compared. Earnings for an occupation in the table stub are expressed as a percent of the earnings for an occupation in the column heading at the point where the data lines for the two intersect. For example, reading across the Secretaries II row, the 106 in the Secretaries I column indicates that Secretaries II average 106 percent of (or 6 percent more than) the earnings of Secretaries I.

See appendix A for method of computation.

Also see footnotes at end of tables.

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Table A-9. Pay relationships in establishments with paired professional and technical occupations, Boston, Mass., August 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100																		
	Computer systems analysts (business)			Computer programmers (business)			Computer operators			Peripheral equipment operators	Computer data librarians	Drafters					Electronics technicians		Registered industrial nurses
	I	II	III	I	II	III	I	II	III			I	II	III	IV	V	I	II	
Computer systems analysts (business) I	**100**	85	69	113	93	75	162	122	92	(*)	133	(*)	145	127	99	(*)	127	106	91
Computer systems analysts (business) II	117	**100**	82	155	130	112	187	158	127	210	210	215	181	156	129	97	156	131	126
Computer systems analysts (business) III	145	122	**100**	182	152	126	226	189	156	263	247	261	230	195	162	119	195	163	150
Computer programmers (business) I	88	64	55	**100**	81	66	129	108	85	(*)	127	164	(*)	112	94	(*)	(*)	(*)	84
Computer programmers (business) II	107	77	66	124	**100**	83	146	130	106	162	166	(*)	160	133	108	85	137	103	105
Computer programmers (business) III	134	89	79	151	120	**100**	177	156	129	(*)	199	(*)	(*)	155	125	100	172	121	124
Computer operators I	62	53	44	78	68	57	**100**	79	67	118	101	125	106	86	73	57	90	75	71
Computer operators II	82	63	53	92	77	64	126	**100**	82	137	128	146	128	104	87	69	109	92	87
Computer operators III	109	79	64	117	94	77	148	122	**100**	(*)	153	187	152	123	100	81	122	109	101
Peripheral equipment operators	(*)	48	38	(*)	62	(*)	85	73	(*)	**100**	97	(*)	(*)	(*)	(*)	(*)	(*)	(*)	78
Computer data librarians	75	48	41	79	60	50	99	78	65	103	**100**	(*)	105	(*)	68	(*)	(*)	79	69
Drafters I	(*)	46	38	61	(*)	(*)	80	69	53	(*)	(*)	**100**	85	67	54	(*)	(*)	(*)	61
Drafters II	69	55	44	(*)	62	(*)	95	78	66	(*)	95	118	**100**	83	66	55	91	75	71
Drafters III	79	64	51	89	75	65	116	96	82	(*)	(*)	150	120	**100**	82	68	104	85	85
Drafters IV	102	78	62	106	92	80	136	115	100	(*)	147	185	151	122	**100**	84	125	108	107
Drafters V	(*)	103	84	(*)	117	100	177	145	123	(*)	(*)	(*)	182	147	120	**100**	155	128	127
Electronics technicians I	79	64	51	(*)	73	58	111	92	82	(*)	(*)	(*)	110	97	80	64	**100**	87	(*)
Electronics technicians II	94	76	61	(*)	97	83	134	109	92	(*)	127	(*)	134	118	93	78	115	**100**	97
Registered industrial nurses	110	80	67	119	96	81	141	115	99	129	145	163	141	118	93	79	(*)	103	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

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Table A-10. Pay relationships in establishments with paired maintenance, toolroom, and powerplant occupations, Boston, Mass., August 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100													
	Carpenters	Electricians	Painters	Machinists	Mechanics		Pipefitters	Sheet-metal workers	Millwrights	Trades helpers	Machine-tool operators (toolroom)	Tool and die makers	Stationary engineers	Boiler tenders
					Machinery	Motor vehicles								
Maintenance carpenters	**100**	95	107	96	100	100	97	96	99	124	105	89	90	101
Maintenance electricians	106	**100**	110	102	105	105	100	100	105	132	117	94	94	108
Maintenance painters	93	91	**100**	92	95	100	93	91	94	108	98	86	86	95
Maintenance machinists	104	98	109	**100**	103	(*)	99	99	106	138	(*)	95	90	104
Maintenance mechanics (machinery)	100	95	105	97	**100**	104	96	96	93	134	114	90	89	105
Maintenance mechanics (motor vehicles)	100	95	100	(*)	96	**100**	96	(*)	(*)	(*)	(*)	(*)	98	103
Maintenance pipefitters	104	100	107	102	104	104	**100**	100	102	143	113	94	89	102
Maintenance sheet-metal workers	104	100	109	101	104	(*)	100	**100**	101	(*)	108	93	89	104
Millwrights	101	95	106	95	107	(*)	98	99	**100**	120	103	(*)	84	98
Maintenance trades helpers	80	76	93	73	75	(*)	70	(*)	83	**100**	(*)	69	74	(*)
Machine-tool operators (toolroom)	96	86	102	(*)	87	(*)	88	93	97	(*)	**100**	85	88	104
Tool and die makers	112	107	116	105	111	(*)	107	108	(*)	144	117	**100**	104	118
Stationary engineers	112	107	117	111	112	102	113	112	118	135	113	96	**100**	119
Boiler tenders	99	92	105	96	95	97	98	96	102	(*)	96	85	84	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-11. Pay relationships in establishments with paired material movement and custodial occupations, Boston, Mass., August 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100													
	Truckdrivers			Shippers	Receivers	Shippers and receivers	Warehouse-men	Order fillers	Shipping packers	Material handling laborers	Forklift operators	Guards		Janitors, porters, and cleaners
	Light truck	Medium truck	Tractor-trailer									I	II	
Truckdrivers, light truck	**100**	89	69	(*)	(*)	(*)	104	(*)	(*)	(*)	(*)	97	96	112
Truckdrivers, medium truck	112	**100**	(*)	95	102	98	109	139	134	(*)	106	128	105	120
Truckdrivers, tractor-trailer	145	(*)	**100**	142	116	118	108	(*)	134	135	121	(*)	(*)	144
Shippers	(*)	105	70	**100**	97	99	111	167	138	122	102	120	(*)	120
Receivers	(*)	98	86	103	**100**	65	106	121	155	121	98	125	(*)	129
Shippers and receivers	(*)	102	85	101	118	**100**	96	116	123	117	101	101	(*)	113
Warehousemen	96	92	93	90	94	104	**100**	129	119	109	96	127	107	121
Order fillers	(*)	72	(*)	60	83	86	77	**100**	(*)	85	(*)	104	(*)	104
Shipping packers	(*)	75	75	73	64	81	84	(*)	**100**	(*)	77	(*)	87	105
Material handling laborers	(*)	(*)	74	82	82	85	92	118	(*)	**100**	87	106	(*)	107
Forklift operators	(*)	94	83	98	102	99	104	(*)	130	115	**100**	113	119	113
Guards I	103	78	(*)	83	80	99	79	97	(*)	94	89	**100**	80	101
Guards II	104	95	(*)	(*)	(*)	(*)	93	(*)	115	(*)	84	126	**100**	115
Janitors, porters, and cleaners	90	83	69	83	78	88	82	96	96	94	89	99	87	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

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Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[2]	Median[2]	Middle range[2]	130 and under 140	140 – 150	150 – 160	160 – 170	170 – 180	180 – 190	190 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 450	450 – 480	480 and over
Secretaries	7,231	39.0	308.00	303.00	260.50– 351.00	–	–	–	5	18	42	58	327	563	750	815	877	785	811	793	514	294	301	126	99	53
Manufacturing	3,564	39.5	320.50	320.00	284.00– 355.00	–	–	–	–	–	–	2	51	133	259	367	485	469	539	594	238	144	196	37	44	6
Nonmanufacturing	3,667	38.0	295.50	282.00	243.50– 340.00	–	–	–	5	18	42	56	276	430	491	448	392	316	272	199	276	150	105	89	55	47
Transportation and utilities	214	39.5	393.00	384.00	348.00– 441.50	–	–	–	–	–	–	–	–	–	–	4	1	8	37	8	30	35	16	35	23	17
Secretaries I	620	38.5	237.00	234.00	210.00– 257.00	–	–	–	–	7	26	41	145	126	127	68	53	8	19	–	–	–	–	–	–	–
Manufacturing	270	40.0	257.50	257.00	235.00– 278.50	–	–	–	–	–	–	2	31	43	72	56	41	8	17	–	–	–	–	–	–	–
Nonmanufacturing	350	37.0	220.50	216.00	201.00– 237.00	–	–	–	–	7	26	39	114	83	55	12	12	–	2	–	–	–	–	–	–	–
Secretaries II	2,299	38.5	277.50	272.00	246.00– 307.00	–	–	–	5	10	10	13	144	299	365	443	335	235	182	209	20	27	1	1	–	–
Manufacturing	904	40.0	301.50	299.00	275.00– 339.00	–	–	–	–	–	–	–	11	32	68	159	191	152	95	196	–	–	–	–	–	–
Nonmanufacturing	1,395	38.0	262.50	257.50	232.50– 281.00	–	–	–	5	10	10	13	133	267	297	284	144	83	87	13	20	27	1	1	–	–
Secretaries III	2,861	39.0	318.50	318.50	285.00– 356.00	–	–	–	–	–	6	4	29	107	206	270	372	465	441	438	285	97	102	26	5	8
Manufacturing	1,688	39.5	324.00	324.50	295.00– 357.00	–	–	–	–	–	–	–	–	37	79	133	231	286	306	328	173	60	54	–	–	1
Nonmanufacturing	1,173	38.0	310.50	308.00	270.50– 346.00	–	–	–	–	–	6	4	29	70	127	137	141	179	135	110	112	37	48	26	5	7
Transportation and utilities	51	40.0	393.00	402.00	365.00– 436.00	–	–	–	–	–	–	–	–	–	–	2	1	–	3	1	12	6	12	8	5	1
Secretaries IV	1,032	39.0	369.00	372.00	334.00– 403.00	–	–	–	–	–	–	–	–	3	2	11	82	63	153	108	176	142	175	55	31	31
Manufacturing	541	39.0	371.00	373.00	334.00– 403.00	–	–	–	–	–	–	–	–	–	–	–	17	23	119	64	63	84	135	24	11	1
Nonmanufacturing	491	39.0	367.00	372.00	320.00– 398.00	–	–	–	–	–	–	–	–	3	2	11	65	40	34	44	113	58	40	31	20	30
Transportation and utilities	28	40.0	463.00	479.00	432.50– 484.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	7	4	• 14
Secretaries V	273	39.0	398.00	397.50	350.50– 459.00	–	–	–	–	–	–	–	–	1	7	–	22	9	8	33	33	25	23	35	63	14
Manufacturing	67	39.5	445.00	464.00	423.50– 476.50	–	–	–	–	–	–	–	–	–	–	–	–	–	2	6	2	–	7	13	33	4
Nonmanufacturing	206	39.0	382.50	378.00	342.50– 441.50	–	–	–	–	–	–	–	–	1	7	–	22	9	6	27	31	25	16	22	30	10
Stenographers	213	40.0	319.00	340.00	273.00– 341.50	–	–	–	–	–	–	–	4	3	25	24	13	2	2	134	2	–	3	–	1	–
Nonmanufacturing	91	39.5	312.50	321.00	265.50– 357.00	–	–	–	–	–	–	–	3	3	14	12	11	2	1	39	2	–	3	–	1	–
Transportation and utilities	57	40.0	344.00	357.00	341.50– 357.00	–	–	–	–	–	–	–	–	–	3	6	–	2	1	39	2	–	3	–	1	–
Stenographers I	72	40.0	314.00	353.00	269.00– 357.00	–	–	–	–	–	–	–	1	–	12	18	3	1	–	36	–	–	–	–	1	–
Typists	715	39.0	221.00	214.00	190.00– 240.50	–	10	46	41	27	51	62	178	117	63	52	4	5	17	39	–	–	–	3	–	–
Manufacturing	306	40.0	235.50	220.00	204.00– 250.00	–	–	5	–	5	18	23	85	70	34	23	3	4	16	19	–	–	–	1	–	–
Nonmanufacturing	409	38.0	210.50	204.00	175.00– 225.00	–	10	41	41	22	33	39	93	47	29	29	1	1	1	20	–	–	–	2	–	–
Typists I	457	38.5	201.00	200.00	177.00– 218.00	–	10	46	41	25	45	50	137	54	21	22	–	1	1	4	–	–	–	–	–	–
Manufacturing	151	40.0	213.50	210.00	195.00– 225.50	–	–	5	–	5	18	14	59	33	5	8	–	–	–	4	–	–	–	–	–	–
Nonmanufacturing	306	37.5	195.00	194.00	166.00– 215.00	–	10	41	41	20	27	36	78	21	16	14	–	1	1	–	–	–	–	–	–	–
Typists II	258	39.5	257.00	241.00	220.00– 279.50	–	–	–	–	2	6	12	41	63	42	30	4	4	16	35	–	–	–	3	–	–
Manufacturing	155	40.0	257.00	242.00	220.00– 285.50	–	–	–	–	–	–	9	26	37	29	15	3	4	16	15	–	–	–	1	–	–
Nonmanufacturing	103	39.0	256.50	235.00	218.50– 275.00	–	–	–	–	2	6	3	15	26	13	15	1	–	–	20	–	–	–	2	–	–
File clerks	558	38.0	175.00	167.50	155.00– 188.50	–	97	127	81	70	45	34	43	54	6	–	–	–	1	–	–	–	–	–	–	–
Manufacturing	61	39.5	210.00	210.00	198.00– 218.00	–	–	–	–	2	3	14	31	9	1	–	–	–	1	–	–	–	–	–	–	–
Nonmanufacturing	497	37.5	171.00	163.50	153.00– 179.00	–	97	127	81	68	42	20	12	45	5	–	–	–	–	–	–	–	–	–	–	–
File clerks I	226	38.0	176.00	167.00	155.00– 191.00	–	42	43	45	13	21	21	6	32	3	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	206	37.5	174.00	167.00	154.00– 183.00	–	42	43	45	11	18	10	3	31	3	–	–	–	–	–	–	–	–	–	–	–
File clerks II	166	37.5	182.50	173.50	163.00– 200.00	–	–	34	31	31	16	10	35	8	–	–	–	–	1	–	–	–	–	–	–	–
Nonmanufacturing	128	37.0	172.50	169.50	159.50– 179.00	–	–	34	31	31	16	7	7	2	–	–	–	–	–	–	–	–	–	–	–	–
Messengers	340	38.5	190.50	176.00	157.00– 205.00	4	7	92	39	36	40	26	38	16	9	8	1	12	12	–	–	–	–	–	–	–
Manufacturing	68	39.5	223.50	204.50	180.00– 256.00	–	–	3	9	4	11	1	14	6	3	5	–	–	12	–	–	–	–	–	–	–
Nonmanufacturing	272	38.0	182.50	173.00	156.00– 196.00	4	7	89	30	32	29	25	24	10	6	3	1	12	–	–	–	–	–	–	–	–

See footnotes at end of tables.

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Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Boston, Mass., August 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[2]	Middle range[2]	130 and under 140	140 – 150	150 – 160	160 – 170	170 – 180	180 – 190	190 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 450	450 – 480	480 and over
Switchboard operators	445	39.0	237.00	225.00	201.00– 274.50	–	–	2	13	5	9	69	109	58	52	27	58	16	18	5	4	–	–	–	–	–
Manufacturing	114	40.0	273.50	278.00	242.50– 304.50	–	–	–	–	–	3	–	10	15	19	12	18	15	18	4	–	–	–	–	–	–
Nonmanufacturing	331	39.0	224.50	207.00	198.50– 248.50	–	–	2	13	5	6	69	99	43	33	15	40	1	–	1	4	–	–	–	–	–
Switchboard operator-receptionists	99	39.5	237.00	225.00	201.00– 269.00	–	–	–	–	–	5	11	24	21	5	20	1	9	1	2	–	–	–	–	–	–
Manufacturing	66	40.0	243.50	231.50	202.50– 271.50	–	–	–	–	–	5	8	15	6	–	20	1	9	1	2	–	–	–	–	–	–
Order clerks	97	40.0	245.00	242.50	222.00– 265.00	–	–	1	–	1	1	4	14	19	28	21	–	–	8	–	–	–	–	–	–	–
Manufacturing	87	40.0	248.00	245.50	222.00– 274.50	–	–	–	–	–	–	3	14	19	22	21	–	–	8	–	–	–	–	–	–	–
Order clerks I	64	39.5	251.00	256.00	225.00– 277.00	–	–	1	–	1	1	4	8	4	19	18	–	–	8	–	–	–	–	–	–	–
Manufacturing	54	40.0	257.50	257.00	235.50– 277.00	–	–	–	–	–	–	3	8	4	13	18	–	–	8	–	–	–	–	–	–	–
Accounting clerks	2,522	38.5	247.50	235.00	199.00– 275.00	14	118	128	95	83	103	115	297	386	327	259	135	86	69	81	49	50	21	12	62	32
Manufacturing	705	39.5	277.50	264.50	237.00– 307.50	–	–	–	–	–	11	7	80	97	143	89	62	55	45	61	5	15	13	10	11	1
Nonmanufacturing	1,817	38.0	235.50	223.00	184.00– 264.00	14	118	128	95	83	92	108	217	289	184	170	73	31	24	20	44	35	8	2	51	31
Transportation and utilities	188	39.0	412.50	389.50	369.00– 471.50	–	–	–	–	–	–	–	–	1	1	3	8	1	5	10	36	32	7	2	51	• • 31
Accounting clerks II	824	39.0	240.50	229.00	208.50– 262.50	–	–	–	–	11	50	62	149	210	131	98	31	10	31	6	34	–	1	–	–	–
Manufacturing	215	40.0	252.00	247.50	220.00– 269.00	–	–	–	–	–	–	5	48	33	51	35	11	5	27	–	–	–	–	–	–	–
Nonmanufacturing	609	38.5	236.00	223.00	205.00– 250.00	–	–	–	–	11	50	57	101	177	80	63	20	5	4	6	34	–	1	–	–	–
Accounting clerks III	827	38.5	272.00	262.00	236.00– 300.00	–	–	–	–	–	1	10	84	147	165	122	84	64	32	66	6	40	5	1	–	–
Manufacturing	398	39.5	285.50	278.00	245.00– 322.50	–	–	–	–	–	–	–	7	63	92	41	47	47	17	61	5	12	5	1	–	–
Nonmanufacturing	429	37.5	259.50	250.00	225.00– 277.00	–	–	–	–	–	1	10	77	84	73	81	37	17	15	5	1	28	–	–	–	–
Accounting clerks IV	107	39.5	345.00	339.00	276.50– 412.50	–	–	–	–	–	–	–	–	–	8	23	13	4	6	5	9	7	10	10	11	1
Manufacturing	53	39.5	373.00	412.50	285.00– 433.00	–	–	–	–	–	–	–	–	–	–	13	4	3	1	–	–	3	8	9	11	1
Nonmanufacturing	54	39.0	317.00	304.00	272.50– 369.50	–	–	–	–	–	–	–	–	–	8	10	9	1	5	5	9	4	2	1	–	–
Payroll clerks	322	38.5	262.50	259.00	223.00– 300.00	–	14	–	–	13	18	6	23	35	58	43	30	19	22	21	12	1	1	6	–	–
Manufacturing	147	39.5	292.50	292.00	264.00– 333.50	–	–	–	–	–	2	2	7	8	16	25	22	15	20	18	12	–	–	–	–	–
Nonmanufacturing	175	38.0	237.50	234.50	192.00– 259.00	–	14	–	–	13	16	4	16	27	42	18	8	4	2	3	–	1	1	6	–	–
Key entry operators	1,370	38.5	245.50	236.00	200.00– 276.00	–	1	2	20	106	62	151	210	168	195	125	92	53	47	52	77	4	–	2	3	–
Manufacturing	341	40.0	272.50	268.50	234.00– 307.50	–	–	–	–	4	3	18	32	44	47	52	33	39	17	45	–	2	–	2	3	–
Nonmanufacturing	1,029	38.0	236.50	222.50	196.00– 262.00	–	1	2	20	102	59	133	178	124	148	73	59	14	30	7	77	2	–	–	–	–
Transportation and utilities	122	38.5	352.00	369.00	330.50– 389.00	–	–	–	–	–	–	–	–	–	–	2	7	7	21	6	77	2	–	–	–	–
Key entry operators I	834	38.0	230.50	211.00	192.00– 246.00	–	1	2	20	104	58	140	154	115	82	29	11	6	25	9	74	4	–	–	–	–
Manufacturing	112	40.0	248.00	237.50	204.50– 274.00	–	–	–	–	4	3	15	13	27	14	11	5	4	6	8	–	2	–	–	–	–
Nonmanufacturing	722	37.5	228.00	210.00	190.00– 242.00	–	1	2	20	100	55	125	141	88	68	18	6	2	19	1	74	2	–	–	–	–
Key entry operators II	520	39.0	269.00	263.00	240.00– 294.50	–	–	–	–	2	4	11	56	53	105	94	79	47	18	43	3	–	–	2	3	–
Manufacturing	229	40.0	284.50	280.50	256.00– 307.50	–	–	–	–	–	–	3	19	17	33	41	28	35	11	37	–	–	–	2	3	–
Nonmanufacturing	291	38.5	256.50	254.00	231.00– 280.00	–	–	–	–	2	4	8	37	36	72	53	51	12	7	6	3	–	–	–	–	–

* Workers were distributed as follows: 12 at $480.00 to $510.00; and 2 at $510.00 to $540.00.
* * Workers were distributed as follows: 26 at $480.00 to $510.00; and 5 at $510.00 to $540.00.
Also see footnotes at end of tables.

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Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[2]	Middle range[2]	170 and under 190	190 - 210	210 - 230	230 - 250	250 - 270	270 - 290	290 - 310	310 - 330	330 - 360	360 - 390	390 - 420	420 - 450	450 - 480	480 - 510	510 - 540	540 - 570	570 - 600	600 - 640	640 - 680	680 - 720	720 and over
Computer systems analysts (business)	2,101	38.0	516.50	509.00	432.00- 595.00	-	-	-	-	2	-	37	30	79	164	139	178	205	225	168	151	226	205	123	86	83
Manufacturing	504	40.0	533.50	534.00	460.00- 606.00	-	-	-	-	-	-	-	5	25	27	26	28	30	73	54	44	61	51	46	14	20
Nonmanufacturing	1,597	37.5	511.00	499.00	425.50- 591.50	-	-	-	-	2	-	37	25	54	137	113	150	175	152	114	107	165	154	77	72	63
Computer systems analysts (business) I	280	38.0	360.50	361.00	336.50- 377.00	-	-	-	-	2	-	37	23	68	100	32	9	8	1	-	-	-	-	-	-	-
Manufacturing	64	40.0	380.00	368.50	357.50- 403.00	-	-	-	-	-	-	-	-	20	19	20	3	2	-	-	-	-	-	-	-	-
Nonmanufacturing	216	37.5	355.00	357.50	320.00- 375.00	-	-	-	-	2	-	37	23	48	81	12	6	6	1	-	-	-	-	-	-	-
Computer systems analysts (business) II	923	38.0	493.00	471.00	432.00- 557.00	-	-	-	-	-	-	-	7	11	64	88	153	163	134	51	50	73	57	20	48	4
Manufacturing	160	40.0	479.50	485.00	446.00- 517.00	-	-	-	-	-	-	-	5	5	8	5	25	24	47	20	8	5	6	2	-	-
Nonmanufacturing	763	37.5	496.00	470.50	432.00- 569.00	-	-	-	-	-	-	-	2	6	56	83	128	139	87	31	42	68	51	18	48	4
Computer systems analysts (business) III	898	38.5	588.50	577.00	528.00- 635.00	-	-	-	-	-	-	-	-	-	-	19	16	34	90	117	101	153	148	103	38	79
Manufacturing	280	40.0	599.50	584.50	550.00- 643.50	-	-	-	-	-	-	-	-	-	-	1	-	4	26	34	36	56	45	44	14	20
Nonmanufacturing	618	37.5	583.50	576.00	522.50- 624.00	-	-	-	-	-	-	-	-	-	-	18	16	30	64	83	65	97	103	59	24	59
Computer programmers (business)	1,677	38.0	407.00	404.00	343.50- 470.50	-	-	-	-	20	104	108	75	247	193	178	213	158	198	118	36	19	6	3	1	-
Manufacturing	400	39.5	439.00	423.50	387.00- 481.00	-	-	-	-	-	-	-	14	32	57	49	92	49	30	29	21	14	6	1	1	-
Nonmanufacturing	1,277	37.5	397.00	390.00	334.00- 466.50	-	-	-	-	20	104	103	61	215	136	129	121	109	168	89	15	5	-	2	-	-
Computer programmers (business) I	438	37.5	319.00	308.00	290.00- 343.50	-	-	-	-	20	104	97	43	108	45	11	6	3	1	-	-	-	-	-	-	-
Manufacturing	56	39.5	372.00	375.50	338.00- 395.00	-	-	-	-	-	-	5	9	7	19	6	6	3	1	-	-	-	-	-	-	-
Nonmanufacturing	382	37.0	311.50	305.50	290.00- 337.00	-	-	-	-	20	104	92	34	101	26	5	-	-	-	-	-	-	-	-	-	-
Computer programmers (business) II	713	38.0	401.00	399.50	361.50- 433.00	-	-	-	-	-	-	11	32	131	135	137	148	64	43	10	1	1	-	-	-	-
Manufacturing	223	39.5	419.00	422.50	384.00- 453.50	-	-	-	-	-	-	-	5	25	36	33	64	38	12	8	1	1	-	-	-	-
Nonmanufacturing	490	37.5	392.50	392.50	351.50- 427.50	-	-	-	-	-	-	11	27	106	99	104	84	26	31	2	-	-	-	-	-	-
Computer programmers (business) III	526	38.0	489.00	494.00	457.00- 520.00	-	-	-	-	-	-	-	-	8	13	30	59	91	154	108	35	18	6	3	1	-
Manufacturing	121	39.5	507.00	512.50	447.00- 550.00	-	-	-	-	-	-	-	-	-	2	10	22	8	17	21	20	13	6	1	1	-
Nonmanufacturing	405	38.0	483.50	493.50	459.00- 512.50	-	-	-	-	-	-	-	-	8	11	20	37	83	137	87	15	5	-	2	-	-
Computer operators	1,338	38.5	310.00	296.00	259.00- 361.00	10	77	57	107	196	173	126	127	123	174	60	62	31	4	7	4	-	-	-	-	-
Manufacturing	420	40.0	350.50	343.00	290.00- 406.50	-	-	5	4	43	52	48	45	43	56	37	56	27	-	-	4	-	-	-	-	-
Nonmanufacturing	918	38.0	291.50	278.50	242.50- 332.00	10	77	52	103	153	121	78	82	80	118	23	6	4	4	7	-	-	-	-	-	-
Computer operators I	484	38.0	263.50	253.50	228.50- 280.00	10	77	37	90	114	57	18	12	11	58	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	72	40.0	279.50	275.00	251.00- 296.00	-	-	5	4	20	21	10	6	5	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	412	37.5	260.50	250.00	218.00- 270.50	10	77	32	86	94	36	8	6	6	57	-	-	-	-	-	-	-	-	-	-	-
Computer operators II	559	38.5	311.00	300.00	277.00- 335.00	-	-	20	17	77	113	90	88	56	66	19	3	-	1	5	4	-	-	-	-	-
Manufacturing	193	40.0	333.50	324.00	289.00- 372.00	-	-	-	-	20	31	31	25	25	40	15	2	-	-	-	4	-	-	-	-	-
Nonmanufacturing	366	38.0	299.00	292.50	269.00- 320.00	-	-	20	17	57	82	59	63	31	26	4	1	-	1	5	-	-	-	-	-	-
Computer operators III	287	39.0	388.00	386.00	345.50- 440.50	-	-	-	-	3	3	16	23	56	50	41	59	31	3	2	-	-	-	-	-	-
Manufacturing	155	40.0	405.50	420.00	385.50- 442.00	-	-	-	-	3	-	7	14	13	15	22	54	27	-	-	-	-	-	-	-	-
Nonmanufacturing	132	38.0	367.50	360.00	334.00- 388.50	-	-	-	-	-	3	9	9	43	35	19	5	4	3	2	-	-	-	-	-	-
Computer data librarians	133	38.0	238.50	240.00	201.00- 272.00	19	22	23	14	13	30	5	5	2	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	114	37.5	233.00	217.50	201.00- 270.00	19	22	23	9	12	19	3	5	2	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

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Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Boston, Mass., August 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[2]	Middle range[2]	170 and under 190	190 – 210	210 – 230	230 – 250	250 – 270	270 – 290	290 – 310	310 – 330	330 – 360	360 – 390	390 – 420	420 – 450	450 – 480	480 – 510	510 – 540	540 – 570	570 – 600	600 – 640	640 – 680	680 – 720	720 and over
Drafters	1,426	40.0	388.00	388.50	315.50– 454.00	3	8	47	57	79	88	60	71	174	128	119	218	130	79	67	55	43	-	-	-	-
Manufacturing	978	40.0	402.00	412.50	330.00– 462.00	-	-	28	34	48	68	27	42	85	89	84	177	94	60	46	53	43	-	-	-	-
Nonmanufacturing	448	39.5	357.50	347.00	291.00– 424.00	3	8	19	23	31	20	33	29	89	39	35	41	36	19	21	2	-	-	-	-	-
Drafters I	51	39.5	225.00	223.00	218.00– 231.00	3	4	30	11	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Drafters II	139	39.5	267.00	261.50	249.00– 277.50	-	-	5	30	50	37	8	3	6	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	88	40.0	265.00	262.00	249.50– 277.50	-	-	-	22	31	30	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Drafters III	286	39.5	328.00	336.50	295.50– 347.00	-	-	2	2	20	37	31	35	114	22	17	6	-	-	-	-	-	-	-	-	-
Manufacturing	161	40.0	317.00	317.00	281.00– 348.00	-	-	2	2	14	33	18	24	46	13	9	-	-	-	-	-	-	-	-	-	-
Drafters IV	516	39.5	409.50	415.50	378.50– 442.00	-	-	-	-	3	5	5	19	52	91	89	173	58	14	7	-	-	-	-	-	-
Manufacturing	378	40.0	405.50	415.00	371.00– 442.00	-	-	-	-	3	5	5	18	38	61	62	142	37	7	-	-	-	-	-	-	-
Drafters V	360	40.0	499.00	499.50	456.50– 549.50	-	-	-	-	-	-	-	-	-	15	13	37	72	65	60	55	43	-	-	-	-
Manufacturing	315	40.0	499.50	499.00	456.50– 553.00	-	-	-	-	-	-	-	-	-	15	13	35	57	53	46	53	43	-	-	-	-
Electronics technicians	1,512	40.0	381.00	368.00	324.00– 433.00	-	-	-	3	33	91	152	143	283	177	155	189	144	50	46	46	-	-	-	-	-
Manufacturing	1,311	40.0	371.00	360.00	322.00– 424.00	-	-	-	3	33	83	138	132	261	168	145	157	141	50	-	-	-	-	-	-	-
Nonmanufacturing	201	39.5	449.00	446.50	351.50– 524.50	-	-	-	-	-	8	14	11	22	9	10	32	3	-	46	46	-	-	-	-	-
Electronics technicians II	527	40.0	377.50	369.00	335.50– 418.50	-	-	-	3	3	12	49	46	115	121	46	80	6	-	46	-	-	-	-	-	-
Manufacturing	445	40.0	363.50	360.00	333.00– 394.00	-	-	-	3	3	12	39	46	112	112	36	79	3	-	-	-	-	-	-	-	-
Nonmanufacturing	82	39.5	455.00	524.50	384.50– 524.50	-	-	-	-	-	-	10	-	3	9	10	1	3	-	46	-	-	-	-	-	-
Electronics technicians III	539	40.0	441.50	443.00	400.00– 471.00	-	-	-	-	-	-	-	9	38	40	109	109	138	50	-	46	-	-	-	-	-
Manufacturing	438	40.0	434.50	435.00	400.00– 467.50	-	-	-	-	-	-	-	-	23	40	109	78	138	50	-	-	-	-	-	-	-
Registered industrial nurses	153	39.5	393.00	389.00	362.00– 426.00	-	-	-	-	-	-	5	9	22	44	30	25	16	1	1	-	-	-	-	-	-
Manufacturing	91	40.0	394.00	389.00	373.00– 417.00	-	-	-	-	-	-	-	2	17	27	25	12	6	1	1	-	-	-	-	-	-
Nonmanufacturing	62	38.5	392.50	385.00	349.50– 443.00	-	-	-	-	-	-	5	7	5	17	5	13	10	-	-	-	-	-	-	-	-

See footnotes at end of tables.

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Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Boston, Mass., August 1982

Sex,[2] occupation, and industry division	Number of workers	Average (mean[3]) Weekly hours[1] (standard)	Average (mean[3]) Weekly earnings (in dollars)[1]
Office occupations - men			
Messengers	213	38.5	183.00
Manufacturing	55	39.5	206.00
Nonmanufacturing	158	38.5	175.00
Accounting clerks:			
Manufacturing	72	40.0	319.50
Office occupations - women			
Secretaries	7,169	39.0	307.50
Manufacturing	3,564	39.5	320.50
Nonmanufacturing	3,605	38.0	295.00
Transportation and utilities	214	39.5	393.00
Secretaries I	620	38.5	237.00
Manufacturing	270	40.0	257.50
Nonmanufacturing	350	37.0	220.50
Secretaries II	2,296	38.5	277.50
Manufacturing	904	40.0	301.50
Nonmanufacturing	1,392	38.0	262.50
Secretaries III	2,858	39.0	318.50
Manufacturing	1,688	39.5	324.00
Nonmanufacturing	1,170	38.0	310.50
Transportation and utilities	51	40.0	393.00
Secretaries IV	1,029	39.0	369.00
Manufacturing	541	39.0	371.00
Nonmanufacturing	488	39.0	366.50
Transportation and utilities	28	40.0	463.00
Secretaries V	272	39.0	397.50
Manufacturing	67	39.5	445.00
Nonmanufacturing	205	39.0	382.00
Stenographers	202	40.0	317.50
Nonmanufacturing	80	39.5	307.00
Transportation and utilities	47	40.0	341.50
Stenographers I	61	40.0	307.50
Nonmanufacturing:			
Transportation and utilities	37	40.0	336.00
Typists	661	39.0	217.50
Manufacturing	303	40.0	235.50
Nonmanufacturing	358	38.0	202.00
Typists I	443	38.5	199.50
Manufacturing	151	40.0	213.50
Nonmanufacturing	292	37.5	192.50
Typists II	218	39.5	254.00
Manufacturing	152	40.0	257.50
File clerks	470	38.0	173.50
Manufacturing	53	40.0	211.00
Nonmanufacturing	417	37.5	168.50
File clerks II	145	38.0	182.00
Nonmanufacturing	112	37.0	172.00
Messengers	127	38.0	203.00
Nonmanufacturing	114	37.5	192.00
Switchboard operators	379	39.0	241.50
Manufacturing	111	40.0	274.50
Nonmanufacturing	268	38.5	228.00
Switchboard operator-receptionists	99	39.5	237.00
Manufacturing	66	40.0	243.50
Order clerks	82	39.5	242.50
Manufacturing	72	40.0	246.50
Order clerks I	52	39.5	248.50
Accounting clerks	2,115	38.0	241.50
Manufacturing	625	39.5	273.00
Nonmanufacturing	1,490	37.5	228.50
Transportation and utilities	151	39.0	401.00
Accounting clerks II	662	38.5	238.50
Manufacturing	189	40.0	249.00
Nonmanufacturing	473	38.5	234.00
Accounting clerks III	681	38.5	273.00
Manufacturing	352	39.5	281.50
Nonmanufacturing	329	37.5	264.00
Accounting clerks IV	82	39.5	345.50
Payroll clerks	289	38.5	259.00
Manufacturing	134	39.5	292.50
Nonmanufacturing	155	38.0	230.00
Key entry operators:			
Manufacturing	317	40.0	275.00
Nonmanufacturing:			
Transportation and utilities	122	38.5	352.00
Key entry operators I	680	38.0	236.00
Manufacturing	102	40.0	251.50
Nonmanufacturing	578	37.5	233.00
Key entry operators II:			
Manufacturing	215	40.0	286.00
Professional and technical occupations - men			
Computer systems analysts (business)	1,193	38.0	539.00
Nonmanufacturing	945	37.5	536.00
Computer systems analysts (business) I:			
Nonmanufacturing	88	38.0	357.00
Computer systems analysts (business) II	538	38.0	510.00
Nonmanufacturing	453	37.5	513.50
Computer systems analysts (business) III	553	38.5	601.00
Nonmanufacturing	404	37.5	600.00
Computer programmers (business)	901	38.0	414.50
Nonmanufacturing	719	37.5	407.50
Computer programmers (business) I	201	37.5	318.50
Nonmanufacturing	172	37.0	307.50
Computer programmers (business) II:			
Nonmanufacturing	297	37.5	398.50
Computer programmers (business) III	300	38.0	491.50
Nonmanufacturing	250	38.0	486.50
Computer operators	951	38.5	311.50
Manufacturing	305	40.0	360.50
Nonmanufacturing	646	38.0	288.00
Computer operators I	300	38.0	246.50
Nonmanufacturing	255	37.5	242.00
Computer operators II	409	38.5	311.50
Manufacturing	137	40.0	339.50
Nonmanufacturing	272	37.5	297.50
Computer operators III	234	39.0	394.00
Manufacturing	123	40.0	416.50
Nonmanufacturing	111	38.0	369.00
Computer data librarians	63	37.5	227.50
Nonmanufacturing	55	37.5	220.00
Drafters	1,249	40.0	396.00
Manufacturing	879	40.0	410.00
Nonmanufacturing	370	39.5	363.00
Drafters II	106	39.5	265.50
Manufacturing	69	40.0	262.50
Drafters III	229	39.5	330.50
Manufacturing	125	40.0	319.00
Drafters IV	465	39.5	413.00
Manufacturing	342	40.0	410.00
Drafters V	348	40.0	500.50
Manufacturing	308	40.0	501.00
Electronics technicians	1,295	40.0	390.50
Manufacturing	1,111	40.0	380.00
Nonmanufacturing	184	39.5	454.50
Electronics technicians II	492	40.0	380.50
Manufacturing	412	40.0	365.50
Nonmanufacturing	80	39.5	457.00
Electronics technicians III	526	40.0	441.50
Manufacturing	434	40.0	434.50

See footnotes at end of tables.

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Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Boston, Mass., August 1982 — Continued

Sex,[3] occupation, and industry division	Number of workers	Average (mean[4])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[2]
Professional and technical occupations - women			
Computer systems analysts (business):			
Nonmanufacturing	585	37.5	480.00
Computer systems analysts (business) II:			
Nonmanufacturing	272	37.5	481.00
Computer systems analysts (business) III:			
Nonmanufacturing	185	37.5	566.50
Computer programmers (business):			
Nonmanufacturing	532	37.5	386.50
Computer programmers (business) I	237	37.5	319.50
Nonmanufacturing	210	37.0	314.50
Computer programmers (business) II:			
Nonmanufacturing	167	37.5	391.50
Computer programmers (business) III:			
Nonmanufacturing	155	37.5	479.00
Computer operators			
Manufacturing	105	40.0	326.00
Computer operators I	162	37.5	289.00
Nonmanufacturing	135	37.5	288.00
Computer data librarians	61	38.0	246.50
Nonmanufacturing	50	38.0	242.50
Drafters	159	39.5	336.00
Nonmanufacturing	78	39.5	333.50
Registered industrial nurses	150	39.5	393.00
Manufacturing	91	40.0	394.00
Nonmanufacturing	59	38.5	391.50

See footnotes at end of tables.

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Table A-15. Hourly earnings of maintenance, toolroom, and powerplant workers in establishments employing 500 workers or more in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean[2]	Median[2]	Middle range[3]	Under 7.00	7.00 and under 7.30	7.30 – 7.60	7.60 – 7.90	7.90 – 8.20	8.20 – 8.50	8.50 – 8.80	8.80 – 9.10	9.10 – 9.40	9.40 – 9.70	9.70 – 10.00	10.00 – 10.40	10.40 – 10.80	10.80 – 11.20	11.20 – 11.60	11.60 – 12.00	12.00 – 12.40	12.40 – 12.80	12.80 – 13.20	13.20 – 13.60	13.60 – 14.00	14.00 – 14.40	14.40 and over
Maintenance carpenters	329	9.87	10.11	9.16–10.20	-	-	2	11	5	12	25	27	28	20	13	117	24	5	17	10	2	-	5	3	3	-	-
Manufacturing	231	9.88	10.11	9.18–10.20	-	-	-	-	2	10	8	21	27	19	12	102	5	3	17	2	-	-	-	-	3	-	-
Nonmanufacturing	98	9.86	10.02	8.55–10.63	-	-	2	11	3	2	17	6	1	1	1	15	19	2	-	8	2	-	5	3	-	-	-
Maintenance electricians	759	10.92	11.03	10.03–11.21	-	-	-	-	6	19	6	17	17	79	25	57	31	312	55	61	10	-	-	8	29	1	26
Manufacturing	597	10.91	11.03	10.03–11.10	-	-	-	-	1	5	6	11	16	69	21	46	7	285	47	36	8	-	-	-	29	-	10
Nonmanufacturing	162	10.97	10.86	10.05–11.87	-	-	-	-	5	14	-	6	1	10	4	11	24	27	8	25	2	-	-	8	-	1	16
Maintenance painters	253	8.88	8.24	7.47– 9.90	-	29	62	20	13	11	3	6	3	29	22	11	2	22	3	11	-	-	-	6	-	-	-
Manufacturing	101	9.55	9.67	8.52– 9.90	-	-	3	7	8	7	3	6	3	29	18	2	2	7	-	-	-	-	-	6	-	-	-
Nonmanufacturing	152	8.44	7.50	7.30– 9.94	-	29	59	13	5	4	-	-	-	-	4	9	-	15	3	11	-	-	-	-	-	-	-
Maintenance machinists	417	10.51	10.83	10.00–10.83	-	-	-	-	-	-	-	1	6	50	14	86	43	173	26	16	-	2	-	-	-	-	-
Manufacturing	417	10.51	10.83	10.00–10.83	-	-	-	-	-	-	-	1	6	50	14	86	43	173	26	16	-	2	-	-	-	-	-
Maintenance mechanics (machinery)	688	10.45	10.83	9.55–11.10	4	4	7	17	-	15	10	10	38	123	10	76	3	202	71	87	2	-	-	4	-	5	-
Manufacturing	651	10.40	10.83	9.55–11.10	4	4	7	15	-	15	10	8	36	122	10	74	-	197	71	78	-	-	-	-	-	-	-
Maintenance mechanics (motor vehicles)	250	11.95	11.54	10.52–14.10	-	-	-	3	-	-	-	-	2	8	12	28	18	-	72	33	-	-	-	-	9	34	* 31
Nonmanufacturing	204	12.23	11.54	11.54–14.10	-	-	-	3	-	-	-	-	-	-	12	5	14	-	72	33	-	-	-	-	-	34	31
Transportation and utilities	202	12.28	11.54	11.54–14.10	-	-	-	1	-	-	-	-	-	-	12	5	14	-	72	33	-	-	-	-	-	34	31
Maintenance pipefitters	304	11.12	11.10	10.37–11.92	-	-	-	-	-	2	-	3	9	25	5	33	31	99	15	45	4	-	-	-	33	-	-
Manufacturing	296	11.13	11.10	10.52–11.92	-	-	-	-	-	-	-	3	8	25	4	33	31	99	15	45	-	-	-	-	33	-	-
Maintenance sheet-metal workers	71	10.56	11.10	10.55–11.10	-	-	-	-	2	-	-	-	6	6	-	3	7	41	2	4	-	-	-	-	-	-	-
Manufacturing	67	10.71	11.10	10.61–11.10	-	-	-	-	1	-	-	-	6	6	-	1	6	41	2	4	-	-	-	-	-	-	-
Millwrights	146	9.91	10.11	9.99–10.11	-	-	-	3	-	8	-	-	10	6	10	98	-	9	2	-	-	-	-	-	-	-	-
Manufacturing	142	9.93	10.11	10.03–10.11	-	-	-	3	-	6	-	-	10	6	8	98	-	9	2	-	-	-	-	-	-	-	-
Maintenance trades helpers	91	7.07	6.73	5.81– 7.57	* * 46	-	23	4	6	-	-	3	-	-	-	9	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	69	6.58	6.13	5.75– 7.41	46	-	11	3	6	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators (toolroom)	91	10.14	10.20	10.06–10.83	-	-	1	2	-	2	2	1	-	8	7	38	4	26	-	-	-	-	-	-	-	-	-
Manufacturing	91	10.14	10.20	10.06–10.83	-	-	1	2	-	2	2	1	-	8	7	38	4	26	-	-	-	-	-	-	-	-	-
Tool and die makers	497	11.50	11.69	10.80–11.77	-	-	-	-	-	-	8	1	2	25	5	18	8	105	22	232	3	15	16	-	37	-	-
Manufacturing	497	11.50	11.69	10.80–11.77	-	-	-	-	-	-	8	1	2	25	5	18	8	105	22	232	3	15	16	-	37	-	-
Stationary engineers	113	10.77	10.51	9.38–11.92	-	-	-	1	5	1	5	-	19	6	4	2	28	4	7	4	11	-	-	-	10	6	-
Manufacturing	72	10.79	10.51	9.49–11.92	-	-	-	1	5	1	4	-	2	6	4	2	16	3	7	4	7	-	-	-	10	-	-
Boiler tenders	85	9.20	9.42	9.35– 9.90	-	11	5	-	1	-	-	-	16	27	10	11	4	-	-	-	-	-	-	-	-	-	-
Manufacturing	75	9.45	9.42	9.35– 9.90	-	6	-	-	1	-	-	-	16	27	10	11	4	-	-	-	-	-	-	-	-	-	-

* Workers were distributed as follows: 12 at $14.40 to $14.80; and 19 at $14.80 to $15.20.
* * Workers were distributed as follows: 32 under $6.10; 10 at $6.10 to $6.40; and 4 at $6.70 to $7.00.
Also see footnotes at end of tables.

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Table A-16. Hourly earnings of material movement and custodial workers in establishments employing 500 workers or more in Boston, Mass., August 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																							
		Mean[2]	Median[2]	Middle range[2]	Under 3.80	3.80 and under 4.10	4.10 – 4.40	4.40 – 4.70	4.70 – 5.00	5.00 – 5.30	5.30 – 5.60	5.60 – 5.90	5.90 – 6.30	6.30 – 6.70	6.70 – 7.10	7.10 – 7.50	7.50 – 7.90	7.90 – 8.30	8.30 – 8.70	8.70 – 9.10	9.10 – 9.60	9.60 – 10.10	10.10 – 10.60	10.60 – 11.10	11.10 – 11.60	11.60 – 12.10	12.10 and over
Truckdrivers	955	10.63	9.95	9.22–13.43	-	-	-	-	-	10	15	13	12	11	24	10	12	49	10	1	179	188	16	22	1	62	* 320
Manufacturing	489	9.16	9.36	9.22- 9.95	-	-	-	-	-	10	6	11	10	9	11	7	12	19	-	-	178	180	6	16	-	14	-
Truckdrivers, light truck	77	6.53	6.43	5.50- 7.33	-	-	-	-	-	10	15	5	3	7	12	6	8	11	-	-	-	-	-	-	-	-	-
Truckdrivers, tractor-trailer	289	10.33	9.95	9.95–10.83	-	-	-	-	-	-	-	-	-	-	-	-	-	7	9	-	2	185	9	16	-	61	-
Shippers	366	7.58	6.85	6.06–10.43	-	-	-	-	-	35	21	24	21	51	49	43	11	-	6	-	-	-	69	36	-	-	-
Manufacturing	116	6.86	6.75	6.63- 7.23	-	-	-	-	-	-	6	3	9	24	34	26	8	-	6	-	-	-	-	-	-	-	-
Receivers	590	8.89	9.10	7.65–10.43	-	-	-	1	-	1	12	8	32	27	21	39	60	10	15	46	30	3	270	15	-	-	-
Manufacturing	125	7.18	7.15	6.24- 7.99	-	-	-	-	-	-	11	6	17	17	8	30	2	10	-	-	24	-	-	-	-	-	-
Nonmanufacturing	465	9.35	10.23	8.40–10.43	-	-	-	1	-	1	1	2	15	10	13	9	58	-	15	46	6	3	270	15	-	-	-
Shippers and receivers	102	7.77	7.58	7.37- 7.94	-	-	-	-	-	-	-	7	1	2	14	19	13	28	4	5	-	-	9	-	-	-	-
Manufacturing	67	7.64	7.94	7.37- 7.94	-	-	-	-	-	-	-	6	-	-	2	19	4	28	3	5	-	-	-	-	-	-	-
Warehousemen	722	8.91	9.41	7.30–10.28	-	-	2	-	5	7	40	14	31	17	40	46	23	1	4	11	197	5	155	90	34	-	-
Manufacturing	206	7.63	7.30	6.72- 9.18	-	-	-	-	2	4	4	11	16	14	22	41	19	-	4	1	68	-	-	-	-	-	-
Nonmanufacturing	516	9.43	10.10	9.41–10.28	-	-	2	-	3	3	36	3	15	3	18	5	4	1	-	10	129	5	155	90	34	-	-
Order fillers	547	7.46	7.20	6.05- 9.10	-	3	2	15	16	6	36	43	45	28	63	48	10	5	-	13	202	4	8	-	-	-	-
Shipping packers	269	5.85	5.55	4.85- 6.26	-	-	27	23	57	14	18	32	31	9	9	12	-	-	-	27	10	-	-	-	-	-	-
Manufacturing	80	7.51	7.33	6.07- 8.89	-	-	-	-	-	-	4	13	13	-	5	8	-	-	-	27	10	-	-	-	-	-	-
Material handling laborers	668	7.41	6.93	5.11–10.43	21	12	34	31	33	52	21	31	59	16	49	51	12	-	4	7	-	9	206	6	14	-	-
Manufacturing	152	6.81	6.95	5.13- 7.38	-	-	13	3	3	22	3	10	14	1	24	28	6	-	4	7	-	-	-	-	14	-	-
Forklift operators	382	9.22	8.89	7.69–10.50	-	-	-	-	-	-	-	-	5	13	35	32	51	3	10	52	6	2	102	3	24	44	-
Manufacturing	263	8.60	7.77	7.33- 8.89	-	-	-	-	-	-	-	-	5	13	35	32	51	3	10	52	2	2	12	2	-	44	-
Guards	1,782	6.40	6.66	4.50- 7.70	8	101	288	108	63	36	29	76	106	80	83	135	378	143	55	52	7	-	-	-	-	33	1
Manufacturing	814	7.66	7.70	7.27- 8.11	-	-	-	5	6	-	15	32	36	28	44	77	342	106	45	47	-	-	-	-	-	31	-
Nonmanufacturing	968	5.33	4.50	4.30- 6.33	8	101	288	103	57	36	14	44	70	52	39	58	36	37	10	5	7	-	-	-	-	2	1
Guards I	1,498	6.24	6.40	4.31- 7.70	8	101	287	108	62	32	27	52	68	37	62	85	359	108	45	26	-	-	-	-	-	31	-
Manufacturing	724	7.72	7.70	7.50- 8.13	-	-	-	5	6	-	15	13	30	17	44	50	336	106	45	26	-	-	-	-	-	31	-
Guards II	284	7.21	7.25	6.32- 8.13	-	-	1	-	1	4	2	24	38	43	21	50	19	35	10	26	7	-	-	-	-	2	1
Nonmanufacturing	194	7.22	7.07	6.32- 8.13	-	-	1	-	1	4	2	5	32	32	21	23	13	35	10	5	7	-	-	-	-	2	1
Janitors, porters, and cleaners	1,846	6.89	6.79	5.60- 7.58	-	2	6	147	132	80	86	113	74	168	278	294	90	8	139	47	83	-	4	1	94	-	-
Manufacturing	1,134	7.22	6.98	6.30- 7.58	-	-	-	27	11	56	52	86	48	145	167	241	48	2	139	18	-	-	-	-	94	-	-
Nonmanufacturing	712	6.35	6.17	4.70- 7.23	-	2	6	120	121	24	34	27	26	23	111	53	42	6	-	29	83	-	4	1	-	-	-
Transportation and utilities	170	8.65	9.33	7.61- 9.33	-	-	-	-	-	-	-	-	-	-	-	20	39	6	-	17	83	-	4	1	-	-	-

* All workers were at $13.10 to $13.60.
Also see footnotes at end of tables.

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Table A-17. Average hourly earnings of maintenance, toolroom, powerplant, material movement and custodial workers by sex in establishments employing 500 workers or more in Boston, Mass., August 1982

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance carpenters	320	9.86
Manufacturing	231	9.88
Nonmanufacturing	89	9.79
Maintenance electricians	751	10.93
Manufacturing	596	10.91
Nonmanufacturing	155	11.00
Maintenance painters	247	8.85
Manufacturing	101	9.55
Nonmanufacturing	146	8.36
Maintenance machinists	410	10.51
Manufacturing	410	10.51
Maintenance mechanics (machinery)	681	10.46
Manufacturing	644	10.40
Maintenance mechanics (motor vehicles)	250	11.95
Nonmanufacturing	204	12.23
Transportation and utilities	202	12.28
Maintenance pipefitters	304	11.12
Manufacturing	296	11.13
Maintenance sheet-metal workers	71	10.66
Manufacturing	67	10.71
Millwrights	146	9.91
Manufacturing	142	9.93
Maintenance trades helpers	80	6.74
Manufacturing	67	6.60
Machine-tool operators (toolroom)	90	10.14
Manufacturing	90	10.14
Tool and die makers	497	11.50
Manufacturing	497	11.50
Stationary engineers	99	10.85
Manufacturing	70	10.88
Boiler tenders	85	9.20
Manufacturing	75	9.45
Material movement and custodial occupations - men		
Truckdrivers	948	10.63
Manufacturing	489	9.16
Truckdrivers, light truck	76	6.54
Truckdrivers, tractor-trailer	289	10.33
Shippers:		
Manufacturing	113	6.87
Receivers:		
Manufacturing	122	7.18
Shippers and receivers	77	7.56
Manufacturing	56	7.67
Warehousemen	595	9.00
Manufacturing	163	7.57
Nonmanufacturing	432	9.54
Shipping packers:		
Manufacturing	71	7.40
Material handling laborers:		
Manufacturing	124	6.85
Forklift operators:		
Manufacturing	248	8.61
Guards	1,569	6.40
Manufacturing	742	7.68
Nonmanufacturing	827	5.26
Guards I	1,319	6.25
Manufacturing	654	7.75
Guards II	250	7.20
Nonmanufacturing	162	7.22
Janitors, porters, and cleaners	1,524	6.92
Manufacturing	974	7.29
Nonmanufacturing	550	6.25
Transportation and utilities	132	8.48
Material movement and custodial occupations - women		
Guards:		
Manufacturing	64	7.69
Guards I	150	6.16
Manufacturing	62	7.64
Janitors, porters, and cleaners	277	6.85
Manufacturing	156	6.83

See footnotes at end of tables.

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Footnotes

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

[2] The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the workers receive the same or more and half receive the same or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same or less than the lower of these rates and one-fourth earn the same or more than the higher rate.

[3] Earnings data relate only to workers whose sex identification was provided by the establishment.

[4] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[5] Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

[6] Data do not meet publication criteria or data not available.

Appendix A. Scope and Method of Survey

In each of the 72 areas[1] currently surveyed, the Bureau obtains wages and related benefits data from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Government operations and the construction and extractive industries are excluded. Small establishments—generally those with fewer than 50 employees—are excluded because they have few incumbents in the occupations studied. Appendix table 1 shows the number of establishments and workers estimated to be within the scope of this survey, as well as the number actually studied.

Bureau field representatives obtain data by personal visits at 3-year intervals. In each of the two intervening years, information on employment and occupational earnings only is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

A sample of the establishments in the scope of the survey is selected for study prior to each personal visit survey. This sample, minus establishments which go out of business or are no longer within the industrial scope of the survey, is retained for the following two annual surveys. In most cases, establishments new to the area are not considered in the scope of the survey until the selection of a sample for a personal visit survey.

The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual* are also presented in appendix B.

Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables because either (1) data were insufficient to provide meaningful statistical results, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in data for all industries combined. Likewise, for occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar. Most A-series tables provide distributions of workers by earnings; changes in the size of earnings intervals are indicated by heavy vertical lines.

These surveys measure the level of occupational earnings in an area at a particular time. Changes in an occupational average over time reflect, in addition to earnings changes, factors such as changes in proportions of workers employed by high- or low-wage firms, or high-wage workers advancing to better jobs and being replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

Indexes in table A-7 measure wages at a given time, expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percent change in wages from the base period to the date of the index. The percent increases in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. These computations are based on the assumption that wages increased at a constant rate between surveys.

The indexes and percent increases are based on changes in average hourly earnings of men and women in establishments reporting the trend jobs in both the current and previous year (matched establishments). The data are adjusted to remove the effect on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees may enter at the bottom of the range, depressing the average without a change in wage rates.

Occupations used to compute wage trends are:

Office clerical

Secretaries
Stenographers, I and II
Typists, I and II
File clerks, I, II, and III
Messengers
Switchboard operators
Order clerks, I and II
Accounting clerks, I, II, III, and IV
Payroll clerks
Key entry operators, I and II

Electronic data processing

Computer systems analysts, I, II, and III
Computer programmers, I, II, and III
Computer operators, I, II, and III

Industrial nurses

Registered industrial nurses

Skilled maintenance

Carpenters
Electricians
Painters
Machinists
Mechanics (machinery)
Mechanics (motor vehicle)
Pipefitters
Tool and die makers

Unskilled plant

Janitors, porters, and cleaners
Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Average earnings are computed for each occupation for the 2 years being compared. The averages are derived from earnings in those establishments which are in the survey both years; it is assumed that employment remains unchanged.
2. Each occupation is assigned a weight based on its proportionate employment in the occupational group.
3. These weights are used to compute group averages. Each occupation's average earnings (computed in step 1) are multiplied by its weight. The products are totaled to obtain a group average.
4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

The index is computed by adding 100 to the most recent percent increase, multiplying the total by the previous year's index number, and dividing the product by 100 to obtain the current index value.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review,* January 1973, pp. 52-57.

Pay relationships in establishments

Tables A-8 through A-11 compare average pay of occupations in individual establishments. These comparisons, expressed as pay relatives (pay for one of the occupations equals 100), yield different results than comparisons of overall survey averages, such as those shown in tables A-1 through A-6. The latter reflect differences in contributions to the survey averages by establishments with disparate pay levels; the pay relative comparisons are not affected by such differences. The following procedures are used to compute relatives in tables A-8 through A-11:

1. Establishments employing workers in both of the paired occupations were identified.

2. Pay levels (averages) for the two occupations were weighted by the combined employment of both jobs to reflect each establishment's contribution to the totals used in this comparison.

3. The weighted pay levels of the two jobs were summed separately; each total was divided by the other and the quotients multiplied by 100 to produce the two pay relatives shown for each job pairing.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals. These tabulations on minimum entrance salaries for inexperienced office workers; shift diferentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

[1] Includes 70 areas surveyed under the Bureau's regular program plus Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., and Poughkeepsie-Kingston-Newburgh, N.Y., which are surveyed under contract. In addition, the Bureau conducts more limited area studies in approximately 85 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Appendix table 1. Establishments and workers within scope of survey and number studied in Boston, Mass.,[1] August 1982

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments		
		Within scope of survey[3]	Studied	Within scope of survey[4]		Studied
				Number	Percent	
All establishments						
All divisions	–	1,733	176	528,950	100	215,531
Manufacturing	100	544	58	202,635	38	91,948
Nonmanufacturing	–	1,189	118	326,315	62	123,583
Transportation, communication, and other public utilities[5]	100	69	18	46,904	9	36,276
Wholesale trade[6]	50	161	10	13,539	3	2,415
Retail trade[6]	100	199	18	68,240	17	31,341
Finance, insurance, and real estate[6]	50	291	27	78,922	15	33,018
Services[6 7]	50	469	45	98,710	19	20,533
Large establishments						
All divisions	–	172	69	307,304	100	196,522
Manufacturing	500	68	27	123,425	40	85,034
Nonmanufacturing	–	104	42	183,879	60	111,488
Transportation, communication, and other public utilities[5]	500	18	12	38,563	13	35,146
Wholesale trade[6]	500	1	1	1,570	1	1,570
Retail trade[6]	500	35	11	62,192	20	30,171
Finance, insurance, and real estate[6]	500	17	9	43,565	14	30,272
Services[6 7]	500	33	9	37,989	12	14,329

[1] The Boston, Mass. Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Suffolk County, 16 communities in Essex County, 34 in Middlesex County, 26 in Norfolk County, and 12 in Plymouth County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

[5] Abbreviated to "transportation and utilities" in the A-series tables. Taxicabs and services incidental to water transportation are excluded. Boston's transit system is municipally operated and is excluded by definition from the scope of the survey.

[6] Separate data for this division are not presented in the A-series tables, but the division is represented in the "all industries" and "nonmanufacturing" estimates.

[7] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

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Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors; apprentices; and part-time, temporary, and probationary workers. Handicapped workers whose earnings are reduced because of their handicap are also excluded. Learners, beginners, and trainees, unless specifically included in the job description, are excluded.

The titles and 2, 3, or 4-digit codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual (SOC)*, issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. The BLS occupation, "Registered Industrial Nurse," for example, is limited to workers providing medical assistance and other related services (e.g., health education) to persons who are ill or become ill or suffer an injury in a factory or other establishment. The SOC occupation (code 29) includes a variety of registered nurses (e.g., school nurse, head nurse, general duty nurse, private nurse) that are excluded from the BLS description.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

Office

SECRETARY

(4622: Secretary)

Assigned as a personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

Exclusions. Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Positions which do not meet the "personal" secretary concept described above;

b. Stenographers not fully trained in secretarial-type duties;

c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;

d. Assistant-type positions which entail more difficult or more responsible technical, administrative, or supervisory duties which are not typical of secretarial work, e.g., Administrative Assistant, or Executive Assistant;

e. Positions which do not fit any of the situations listed in the sections below titled "Level of Supervisor," e.g., secretary to the president of a company that employs, in all, over 5,000 persons;

f. Trainees.

Classification by level. Secretary jobs which meet the required characteristics are matched at one of five levels according to (a) the level of the secretary's supervisor within the company's organizational structure and, (b) the level of the secretary's responsibility. The tabulation following the explanations of these two factors indicates the level of the secretary for each combination of the factors.

Level of Secretary's Supervisor (LS)

LS-1

a. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
b. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

LS-2

a. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for LS-3, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
b. Secretary to the head of an individual plant, factory, etc., (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

LS-3

a. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
b. Secretary to a corporate officer (other than chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
c. Secretary to the head (immediately below the officer level) over either a major corporatewide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
d. Secretary to the head of an individual plant, factory, etc., (or other equivalent level of official) that employs, in all, over 5,000 persons; or
e. Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) of a company that employs, in all, over 25,000 persons.

LS-4

a. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
b. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
c. Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

NOTE: The term "corporate officer" used in the above LS definition refers to those officials who have a significant corporatewide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the definition.

Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at LR-1 or LR-2 described below according to their level of responsibility.

LR-1

Performs varied secretarial duties including or comparable to most of the following:

a. Answers telephones, greets personal callers, and opens incoming mail.
b. Answers telephone requests which have standard answers. May reply to requests by sending a form letter.
c. Reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to ensure procedural and typographical accuracy.
d. Maintains supervisor's calendar and makes appointments as instructed.
e. Types, takes and transcribes dictation, and files.

LR-2

Performs duties described under LR-1 and, *in addition* performs tasks requiring greater judgment, initiative, and knowledge of office functions including or comparable to most of the following:

a. Screens telephone and personal callers, determining which can be handled by the supervisor's subordinates or other offices.
b. Answers requests which require a detailed knowledge of office procedures or collection of information from files or other offices. *May* sign routine correspondence in own or supervisor's name.
c. Compiles or assists in compiling periodic reports on the basis of general instructions.
d. Schedules tentative appointments without prior clearance. Assembles necessary background material for scheduled meetings. Makes arrangements for meetings and conferences.

e. Explains supervisor's requirements to other employees in supervisor's unit. (Also types, takes dictation, and files.)

The following tabulation shows the level of the secretary for each LS and LR combination:

	LR-1	*LR-2*
LS-1	I	II
LS-2	II	III
LS-3	III	IV
LS-4	IV	V

STENOGRAPHER

(4623: Stenographer)

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings. (If primary duty is transcribing from recordings, see Transcribing-machine typist.)

NOTE: This job is distinguished from that of a secretary in that a secretary normally works as the principal office assistant performing more responsible and discretionary tasks.

Stenographer I.

Takes and transcribes dictation under close supervision and detailed instructions. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II.

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than Stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining follow-up files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

TRANSCRIBING-MACHINE TYPIST

(4623: Stenographer)

Primary duty is to type copy of voice recorded dictation which does *not* involve varied technical or specialized vocabulary such as that used in legal briefs or reports on scientific research. May also type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks. (See Stenographer definition for workers involved with shorthand dictation.)

TYPIST

(4624: Typist)

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves:

a. Typing directly from spoken material that has been recorded on disks, cylinders, belts, tapes, or other similar media;
b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and
c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using "sort" commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or preformed paragraphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following:* Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

Typist II

Performs *one or more of the following:* Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

FILE CLERK

(4696: File clerk)

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions:

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

File Clerk II

Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

MESSENGER

(4745: Messenger)

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SWITCHBOARD OPERATOR

(4732: Telephone operator)

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, *may* also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

ORDER CLERK

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: Quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order.

Exclude workers paid on a commission basis or whose duties include any of the following: Receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

Positions are classified into levels according to the following definitions:

Order Clerk I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Order Clerk II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

ACCOUNTING CLERK

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV *require* a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting Clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting Clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts

and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting Clerk III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting Clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

PAYROLL CLERK

(4713: Payroll and timekeeping clerk)

Performs the clerical tasks necessary to process payrolls and to maintain payroll records. Work involves *most of the following*: Processing workers' time or production records; adjusting workers' records for changes in wage rates, supplementary benefits, or tax deductions; editing payroll listings against source records; tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of governmental regulations, company payroll policy, or the computer system for processing payrolls.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions:

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

NOTE: Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

Professional and Technical

COMPUTER SYSTEMS ANALYST, BUSINESS

(1712: Computer systems analyst)

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves *most of the following*: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Computer Systems Analyst I

Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

Computer Systems Analyst II

Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied. *OR*

Works on a segment of a complex data processing scheme or system, as described for level III. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Computer Systems Analyst III

Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate follow-up actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

COMPUTER PROGRAMMER, BUSINESS

(3971: Programmer, business)

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves *most of the following*: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Computer Programmer I

Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

Computer Programmer II

Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine recordkeeping operations. *OR*

Works on complex programs (as described for level III) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Computer Programmer III

Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

COMPUTER OPERATOR

(4612: Computer operator)

In accordance with operating instructions, monitors and operates the control console of a digital computer to process data. Executes runs by either serial processing (processes one program at a time) or multiprocessing (processes two or more programs simultaneously). The following duties characterize the work of a computer operator:

a. Studies operating instructions to determine equipment setup needed.
b. Loads equipment with required items (tapes, cards, disks, paper, etc.).
c. Switches necessary auxiliary equipment into system.
d. Starts and operates computer.

e. Responds to operating and computer output instructions.
f. Reviews error messages and makes corrections during operation *or* refers problems.
g. Maintains operating record.

May test-run new or modified programs. May assist in modifying systems or programs. The scope of this definition includes trainees working to become fully qualified computer operators, fully qualified computer operator, and lead operators providing technical assistance to lower level operators. It excludes workers who monitor and operate remote terminals.

For wage study purposes, computer operators are classified as follows:

Computer Operator I

Work assignments are limited to established production runs (i.e., programs which present few operating problems). Assignments may consist primarily of on-the-job training (sometimes augmented by classroom instruction). When learning to run programs, the supervisor or a higher level operator provides detailed written or oral guidance to the operator before and during the run. After the operator has gained experience with a program, however, the operator works fairly independently in applying standard operating or corrective procedures in responding to computer output instructions or error conditions, but refers problems to a higher level operator or the supervisor when standard procedures fail.

Computer Operator II

In addition to established production runs, work assignments include runs involving new programs, applications, and procedures (i.e., situations which require the operator to adapt to a variety of problems). At this level, the operator has the training and experience to work fairly independently in carrying out most assignments. Assignments may require the operator to select from a variety of standard setup and operating procedures. In responding to computer output instructions or error conditions, applies standard operating or corrective procedures, but may deviate from standard procedures when standard procedures fail if deviation does not materially alter the computer unit's production plans. Refers the problem or aborts the program when procedures applied do not provide a solution. May guide lower level operators.

Computer Operator III

In addition to work assignments described for Computer operator II (see above) the work of Computer operator III involves at least one of the following:

a. Deviates from standard procedures to avoid the loss of information or to conserve computer time even though the procedures applied materially alter the computer unit's production plans.
b. Tests new programs, applications, and procedures.
c. Advises programmers and subject-matter experts on setup techniques.
d. Assists in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and/or (3) switching to emergency backup procedures (such assistance requires a working knowledge of program language, computer features, and software systems).

An operator at this level typically guides lower level operators.

PERIPHERAL EQUIPMENT OPERATOR

(4613: Peripheral equipment operator)

Operates peripheral equipment which directly supports digital computer operations. Such equipment is uniquely and specifically designed for computer applications, but need not be physically or electronically connected to a computer. Printers, plotters, card read/punches, tape readers, tape units or drives, disk units or drives, and data display units are examples of such equipment.

The following duties characterize the work of a peripheral equipment operator:

a. Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy.
b. Labeling tape reels, disks, or card decks.
c. Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives.
d. Setting controls which regulate operation of the equipment.
e. Observing panel lights for warnings and error indications and taking appropriate action.
f. Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

This classification excludes workers (1) who monitor and operate a control console (see Computer operator) or a remote terminal, or (2) whose duties are limited to operating decollaters, bursters, separators, or similar equipment.

COMPUTER DATA LIBRARIAN

(4696: File clerk)
(4754: Stock and inventory clerk)

Maintains library of media (tapes, disks, cards, cassettes) used for automatic data processing applications. The following or similar duties characterize the work of a computer data librarian: Classifying, cataloging, and storing media in accordance with a standardized system; upon proper requests, releasing media for processing; maintaining records of releases and returns; inspecting returned media for damage or excessive wear to determine whether or not they need replacing. May perform minor repairs to damaged tapes.

DRAFTER

(372: Drafting occupation)

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, mechanical and electrical equipment, piping and duct systems and other similar equipment, systems, and

assemblies. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings. Drawings are used to communicate engineering ideas, designs, and information in support of engineering functions.

The following are excluded when they constitute the primary purpose of the job:

a. Design work requiring the technical knowledge, skill, and ability to conceive or originate designs;
b. Illustrating work requiring artistic ability;
c. Work involving the preparation of charts, diagrams, room arrangements, floor plans, etc.;
d. Cartographic work involving the preparation of maps or plats and related materials, and drawings of geological structures; and
e. Supervisory work involving the management of a drafting program or the supervision of drafters.

Positions are classified into levels on the basis of the following definitions.

Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot-checked during progress and reviewed upon completion.

NOTE: Exclude drafters performing elementary tasks while receiving training in the most basic drafting methods.

Drafter II

Prepares drawings of simple, easily visualized parts of equipment from sketches or marked-up prints. Selects appropriate templates and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy.

Drafter III

Prepares various drawings of parts and assemblies, including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the industry. Familiar or recurring work is assigned in general terms; unfamiliar assignments include information on methods, procedures, sources of information, and precedents to be followed. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results; more complex revisions are produced from sketches which clearly depict the desired product.

Drafter IV

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc. Working from sketches and verbal information supplied by an engineer or designer, determines the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or designer may suggest methods of approach or provide advice on unusually difficult problems.

NOTE: Exclude drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter V

Works closely with design originators, preparing drawings of unusual, complex or original designs which require a high degree of precision. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally perform engineering design work in interpreting general designs prepared by others or in completing missing design details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ELECTRONICS TECHNICIAN

(3711: Electrical and electronic engineering technologist and technician)
(615: Electrical and electronic equipment repairer)

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions:

Electronics Technician I

Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test

readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot-checked, but is given detailed review when new or advanced assignments are involved.

Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically *can* be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the level III technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically *cannot* be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

REGISTERED INDUSTRIAL NURSE

(29: Registered nurse)

A registered nurse gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve *a combination of the following*: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

(6422: Carpenter)

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)
(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE PAINTER

(6442: Painter, construction and maintenance)

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work *involves the following*: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST

(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common

metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC (MACHINERY)

(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE MECHANIC (MOTOR VEHICLE)

(611: Vehicle and mobile equipment mechanic and repairer)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves *most of the following*: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the motor vehicle maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MAINTENANCE PIPEFITTER

(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

MAINTENANCE SHEET-METAL WORKER

(6824: Sheet metal worker)

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves *most of the following*: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MILLWRIGHT

(6178: Millwright)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE TRADES HELPER

(863: Helper; mechanic and repairer)
(864: Helper; construction trades)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

(6813: Machinist)
(731-2: Metalworking and plastic working machine setup operator)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to

handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does *not* include machine-tool operators (toolroom) employed in tool and die jobbing shops.

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does *not* include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

STATIONARY ENGINEER

(6931: Stationary engineer)

Operates and maintains one or more systems which provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

The classification excludes head or chief engineers in establishments employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; and workers in establishments producing electricity, steam, or heated or cooled air primarily for sale.

BOILER TENDER

(6931: Stationary engineer)
(696: Miscellaneous plant or system operator)

Tends one or more boilers to produce steam or high-temperature water for use in an establishment. Fires boiler. Observes and interprets readings on gauges, meters, and charts which register various aspects of boiler operation. Adjusts controls to insure safe and efficient boiler operation and to meet demands for steam or high-temperature water. May also do one or more of the following: Maintain a log in which various aspects of boiler operation are recorded; clean, oil, make minor repairs or assist in repairs to boilerroom equipment; and, following prescribed methods, treat boiler water with chemicals and analyze boiler water for such things as acidity, causticity, and alkalinity.

The classification excludes workers in establishments producing electricity, steam, or heated or cooled air primarily for sale.

Material Movement and Custodial

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Salesroute and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)
Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels)
Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)
Truckdriver, tractor-trailer

SHIPPER AND RECEIVER

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shippers typically are responsible for most of the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receivers typically are responsible for most of the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; preparing and keeping records of goods received.

For wage study purposes, workers are classified as follows:

Shipper
Receiver
Shipper and receiver

WAREHOUSEMAN

(4754: Stock and inventory clerk)

As directed, performs a *variety* of *warehousing* duties which require an *understanding of the establishment's storage plan*. Work involves *most of the following*: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipper and receiver and Shipping packer), order filling (see Order filler), or operating power trucks (see Power-truck operator).

ORDER FILLER

(4754: Stock and inventory clerk)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING PACKER

(8761: Hand packer and packager)

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. *Longshore workers, who load and unload ships, are excluded.*

POWER-TRUCK OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of powertruck, as follows:

Forklift operator
Power-truck operator (other than forklift)

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage study purposes, guards are classified as follows:

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly,

the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

JANITOR, PORTER, OR CLEANER

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following:* Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. *Workers who specialize in window w ıshing are excluded.*

Area Wage Survey Summaries

The following areas are surveyed periodically for use in administering the Service Contract Act (SCA) of 1965. Survey results are published in summaries which are available, at no cost, while supplies last from any of the BLS regional offices shown on the back cover.

Alaska (statewide)
Albuquerque, N. Mex.
Alpena-Standish-Tawas City, Mich.
Ann Arbor, Mich.
Antelope Valley, Calif.
Asheville, N.C.
Augusta, Ga.-S.C.
Austin, Tex.
Bakersfield, Calif.
Battle Creek, Mich.
Beaumont-Port Arthur-Orange and Lake Charles, Tex.-La.
Biloxi-Gulfport and Pascagoula-Moss Point, Miss.
Binghamton, N.Y.
Birmingham, Ala.
Bloomington-Vincennes, Ind.
Bremerton-Shelton, Wash.
Cedar Rapids, Iowa
Champaign-Urbana-Rantoul, Ill.
Charleston-North Charleston-Walterboro, S.C.
Charlotte-Gastonia, N.C.
Clarksville-Hopkinsville, Tenn.-Ky.
Colorado Springs, Colo.
Columbia-Sumter, S.C.
Columbus, Ga.-Ala.
Columbus, Miss.
Connecticut (statewide)
Decatur, Ill.
Des Moines, Iowa
Dothan, Ala.
El Paso-Alamogordo-Las Cruces, Tex.-N. Mex.
Fayetteville, N.C.
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.
Fort Wayne, Ind.
Frederick-Hagerstown-Chambersburg, Md.-Pa.
Gadsden and Anniston, Ala.
Goldsboro, N.C.
Grand Island-Hastings, Nebr.
Guam, Territory of
Harrisburg-Lebanon, Pa.
Knoxville, Tenn.
La Crosse-Sparta, Wis.
Las Vegas-Tonopah, Nev.
Lexington-Fayette, Ky.
Little Rock-North Little Rock, Ark.
Lorain-Elyria, Ohio
Macon, Ga.
Madison, Wis.
Maine (statewide)
Mansfield, Ohio
Melbourne-Titusville-Cocoa, Fla.
Meridian, Miss.
Mobile-Pensacola-Panama City, Ala.-Fla.
Montana (statewide)
Montgomery, Ala.
Nashville-Davidson, Tenn.
New Bern-Jacksonville, N.C.
Northwest Texas
Orlando, Fla.
Oxnard-Simi Valley-Ventura, Calif.
Peoria, Ill.
Phoenix, Ariz.
Portsmouth-Chillicothe-Gallipolis, Ohio
Puerto Rico
Riverside-San Bernardino-Ontario, Calif.
Salina, Kans.
Salinas-Seaside-Monterey, Calif.
Sandusky, Ohio
Santa Barbara-Santa Maria-Lompoc, Calif.
Savannah, Ga.
Selma, Ala.
Sherman-Denison, Tex.
Shreveport, La.
Southeastern Massachusetts
Spokane, Wash.
Stockton, Calif.
Tacoma, Wash.
Tampa-St. Petersburg, Fla.
Tucson-Douglas, Ariz.
Tulsa, Okla.
Vallejo-Fairfield-Napa, Calif.
Waco and Killeen-Temple, Tex.
West Virginia (statewide)
Western and Northern Massachusetts
Wichita Falls-Lawton-Altus, Tex.-Okla.
Wilmington, Del.-N.J.-Md.

Other SCA reports:
- Occupational Earnings in Selected Areas (3 parts)
- Wage Differences Among Selected Areas

ALSO AVAILABLE—

An annual report on salaries for accountants, auditors, public accountants, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, computer operators, and clerical employees is available. Order as BLS Bulletin 2108, *National Survey of Professional, Administrative, Technical and Clerical Pay, March 1981*, $4.75 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

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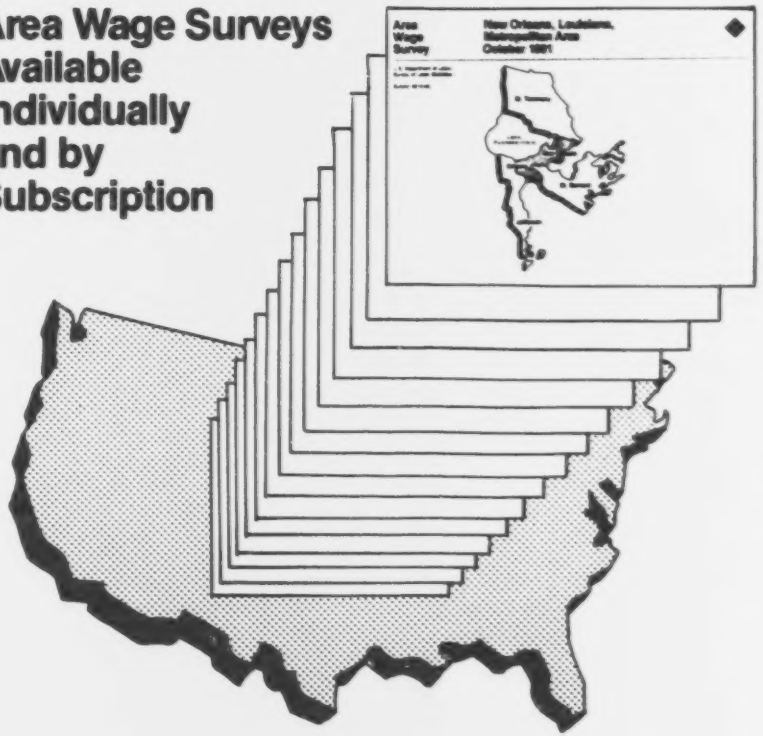

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